

Managing human resources



**ASSIGN
BUSTER**

Managing Human Resources Human resource management is an important aspect of any organization. The HR team is considered to be the think tank of the organisation and the employees as the working body. The work of the HR team is to recruit qualified candidates for the company or any organisation. I'm the Human Resources Director for National Lewis and Clark Corporation (NL&C).

Human Resource Management (HRM) is a utilitarian and instrumental, requiring the close integration of an organisation's HRM policies with its business strategy. Hard approaches have been associated predominantly with unitary understandings of organisations, in which managerial prerogative, HRM's role in achieving in bottom line success and its preparedness to take tough decisions are emphasised.

Since I'm holding the position of Human Resources Director for National Lewis and Clark Corporation (NL&C) I had to check the employee's responsibilities. I always had to be in contact with my colleagues and subordinates. The Human Resource department is the heart and soul of any organization or company or firm.

After joining the company I noticed that though the company has implemented the salary-sharing plan, the salary was much lesser when compared to national averages. Furthermore they hired candidates who were less experienced and less trained to higher positions. I later found that due to lawsuits filed against them by previous employees, to fill those positions they hire the inexperienced candidates.

The employees should work as team and there should be no place for jealousy and complacency. HRM would involve going beyond an agreement to add 'women's issues' to the research agenda, to recognition of the

gendered character of employment relations and of work itself.

The employees of the company were facing many difficulties. Due to accidents and some ailing factors employees were unable to perform up to the mark. I suggested the company to follow the rules of Americans with Disabilities Act (ADA).

According to the act Business must provide reasonable accommodations to protect the rights of individuals with disabilities in all aspects of employment. Possible changes may include restructuring jobs, altering the layout of workstations, or modifying equipment. Employment aspects may include the application process, hiring, wages, benefits, and all other aspects of employment. Medical examinations are highly regulated. Public services, which include state and local government instrumentalities, the National Railroad Passenger Corporation, and other commuter authorities, cannot deny services to people with disabilities participation in programs or activities which are available to people without disabilities.

While the employment provisions of the ADA apply to employers of fifteen employees or more, its public accommodations provisions apply to all sizes of business, regardless of number of employees. State and local governments are covered regardless of size.

Reference

Peter David Blanck. (1996). Communicating the Americans with Disabilities Act. Transcending Compliance: A Case Report on Sears Roebuck and Co. Iowa: The Annenberg.

Legge K. (2005). HRM: rhetoric's and realities. Houndsmills, Basinstoke: Palgrave Macmillan.