

# [Hr manages take the organization to different level](https://assignbuster.com/hr-manages-take-the-organization-to-different-level/)

[](https://assignbuster.com/)[Entertainment](https://assignbuster.com/essay-subjects/entertainment/), [Games](https://assignbuster.com/essay-subjects/entertainment/games/)

HRmanages take the organization to different level by training the employees. They increase the productivity of employees and motivate them to work more. Some of the HR practices followed are as follows: 1.    JobRotation: If the employer wants employees to beproficient in various areas then they could keep on rotating jobs of employeesin various departments this would increase their skills and interest inlearning new things. 2.    Flexibilityand Creativity: If employees are givenopportunity to work on their ideas then many new things could be developed.

Andthere are certain work if they are done with creativity then value of workwould increase. E. g.: Designing3.    Improvingline managers’ capabilities: If the linemanagers’ capabilities are improvised then they would be able to work in moregood way and also take work from their employees in proper way. This in turnwould increase firm’s capacity and efficiency. 4.    PerformanceAppraisal: Employees should be given monetary andnon-monetary appraisal this would increase their interest to perform more andmore better.

Rewards also motivate them and motivate others’ to work profoundlyto achieve goals. 5.    HealthPlans: Employees should be given health benefits and also their family members couldbe made secure under various plans. This remove fear from their mind and workmore productively. 6.    Trainingprogramme: Various workshops could be arranged totrain the employees.

They could also be given online training. Knowledgeregarding new tactics, skills, etc could be known. 7.

MotivatingLeadership Skills: They could motivate employeesto be leaders and enhance their leadership qualities. Also proper trainingcould be provided to this leaders and directions could also be given. 8.    RecruitmentProcess: A proper recruitment process should bemade in which the employee is not only judged on one thing but overall markingis done. It may happen that he is not good in one field but he would be good inother area.

So, if proper qualities are seen they should be given at least achance. 9.    LegalFramework: A proper legal framework should bemade available, in which more easy words are used which are simple and easy tounderstand by normal employees. 10.                     Properleaves: All the employees in the firm shouldbe given a proper leave structure to follow due to this partiality is not donewith anyone. This increase their interest to work more and proper for them. 11.

Outdoorsessions: Every timeafter indoor games if an outsource session is carried out then a newrefreshment is attained. Coming out to 4 walls is important for an employee. This increase their creativity and loyalty towards the company. HRmanages take the organization to different level by training the employees. They increase the productivity of employees and motivate them to work more. Some of the HR practices followed are as follows: 1.    JobRotation: If the employer wants employees to beproficient in various areas then they could keep on rotating jobs of employeesin various departments this would increase their skills and interest inlearning new things. 2.

Flexibilityand Creativity: If employees are givenopportunity to work on their ideas then many new things could be developed. Andthere are certain work if they are done with creativity then value of workwould increase. E. g.

: Designing3.    Improvingline managers’ capabilities: If the linemanagers’ capabilities are improvised then they would be able to work in moregood way and also take work from their employees in proper way. This in turnwould increase firm’s capacity and efficiency. 4.    PerformanceAppraisal: Employees should be given monetary andnon-monetary appraisal this would increase their interest to perform more andmore better. Rewards also motivate them and motivate others’ to work profoundlyto achieve goals.

5.    HealthPlans: Employees should be given health benefits and also their family members couldbe made secure under various plans. This remove fear from their mind and workmore productively. 6.    Trainingprogramme: Various workshops could be arranged totrain the employees. They could also be given online training. Knowledgeregarding new tactics, skills, etc could be known. 7.

MotivatingLeadership Skills: They could motivate employeesto be leaders and enhance their leadership qualities. Also proper trainingcould be provided to this leaders and directions could also be given. 8.    RecruitmentProcess: A proper recruitment process should bemade in which the employee is not only judged on one thing but overall markingis done.

It may happen that he is not good in one field but he would be good inother area. So, if proper qualities are seen they should be given at least achance. 9.    LegalFramework: A proper legal framework should bemade available, in which more easy words are used which are simple and easy tounderstand by normal employees. 10.

Properleaves: All the employees in the firm shouldbe given a proper leave structure to follow due to this partiality is not donewith anyone. This increase their interest to work more and proper for them. 11.                     Outdoorsessions: Every timeafter indoor games if an outsource session is carried out then a newrefreshment is attained.

Coming out to 4 walls is important for an employee. This increase their creativity and loyalty towards the company.