

Case study hr strategic tool for growth

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HER put in place a clear career structure showing employees how they can move up to the next level along with systems for posting employee praise and job vacancies which led to 10% of employees being promoted internally in one year along. With internal promoting, less training is needed saving the company time and money.

The HER manager introduces flexible work schedules, a “Justification to recruit” process and child care support allowing for the employees to better balance their work/life schedules. HER also implemented cultural audits to better understand the employees’ views.

If a company understands how their employees regard it, it aids the company in successfully maintaining its strategy. As a result of HER, Gratefully has become a desired place to work and more and more people are taking notice of the company.

The HER activities are driving business growth by increasing productivity through improved time management, internal promoting and employee satisfaction. Reference: Managing Human Resources, 15th Edition by George Blander and Scott Snell Answer 2: HER functions are sometimes difficult for small firms to execute because more often than not, small companies do not have a full-time HER manager.

The HER responsibilities are often left to someone in the company with limited knowledge of the complicated requirements. HER policies may also be hard to implement if they are not in accordance with the firm’s strategic goals. Further complications can occur when the policies may not be supported by management or the policies are not fair or consistent.

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There may also be resistance to change in a company especially if the HR implements policies that differ from what employees have become accustomed to. For instance, a family-run company is far less structured than a company that has grown to a 70 person team and undergone a management buyout.

Globalization further complicates matters by bringing different cultures into the mix. Once an HR manager is on-board, either internally or outsourced, she must understand the required amount of structure for the company along with how much flexibility is needed and then develop a company specific HR policy that takes this into account to allow for a successful implementation of HR policies. To be successful, HR policies must also align the firm's strategic goals with what it hopes to achieve.

Additionally, they must have the support of management.

Finally, training must take place and people made accountable so that policies are managed fairly and consistently. Reference: *Managing Human Resources*, 15th Edition by George Blander and Scott Snell. Answer 3 HR effectiveness is closely linked to the success of the business. Many factors determine whether or not the results of HR activities are successful. To measure HR achievements, one would need to not only consider employee satisfaction, absenteeism and turnover, but also staffing costs and compensations, revenue, sales and customer satisfaction.

To see the results of HR activities, one must analyze how well the HR undertakings have supported the organization's strategic objectives.

It is one thing to develop a strategy but it is another thing to actually implement it. There is often a gap between an organization's ability to cultivate a strategy and an organization's ability to execute a strategy. Moreover, HR functions are constantly shifting as a business develops and is further complicated by globalization.