

Human resources management

Business



Human Resources Management Many different organizations play a fundamental role in society. In particular, Mayo Clinic and NuStar Energy are key companies that serve millions of people both within and outside North America. Mayo Clinic is a health care company that was founded in the late 1880s (Berry and Seltman 156). The company's operations are headquartered in Rochester, Minnesota. It is important to note that Mayo Clinic is a nonprofit organization whose operations spread throughout North America. Most importantly, the company's primary business encompasses patient care, research, and education (Mayo Clinic).

Mayo Clinic is one of the top 50 companies in the United States. This position represents the success of the company in terms of employment, revenue, and profitability. The current number of employees at the company is estimated to be around 61, 100 (Mayo Clinic). This number comprises staff physicians, scientists, residents, fellows, students, and allied personnel in clinics and hospitals. In terms of revenues and profitability, Mayo Clinic has revenue of around \$8. 8 billion, an estimated profit of \$395 million, and benefactor contributions of around \$245 million.

On its part, NuStar Energy is a leading company in the energy sector. This company ranks in the second half of top 100 companies in the United States. NuStar Energy is headquartered in San Antonio, Texas, and undertakes business operations in at least six countries (NuStar Energy). The company's progressive growth came after it went public over a decade ago. Today, NuStar Energy has at least 1, 900 employees, and its revenue standings are in excess of \$6 billion.

In light of the above discussion, human resources are critical to the success of any given organization (Noe et al. 91). Mayo Clinic's human resource

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policies are aligned with the organization's objective of enhancing patient care, education, and research. To do this, the company employs diverse and dynamic human resource strategies. Notably, Mayo Clinic works with physicians, scientists, fellows, students, and allied health practitioners. This allows the company to diversify its human resource approach towards long-term effectiveness, efficiency, and success. Most importantly, the company understands that remuneration and employee rewarding are significant in the health care sector.

The company's benefits include comprehensive health benefits to employees over and above part-time or full-time pay. Work hours are divided into up to three shifts of around eight hours per shift. In terms of pay, employees are paid with regard to their work position. This could range from approximately thirty-five to one hundred thousand per year. Such a working atmosphere fosters innovation and subsequently enhances research and leadership. Moreover, the focus on the changing environmental factors that subsequently influence healthcare is critical. The idea is to foster healthy living and improved care for the public.

Global diversity drives NuStar Energy's approach to human resource. Caring and sharing are the two primary concepts that define NuStar Energy's human resource strategy (Plunkett 283). The company nurtures talent, skills, and knowledge among its domestic and international employees. Safety is important to the company's human resource environment. In this respect, the company offers life and health insurance, and paid leaves and holidays to the employees. The success of NuStar is reflected in its employees, making the company a top employer. Employees get competitive pays that average between thirty to over one hundred thousand for a work shift of

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about eight hours. Moreover, the company's concern for environmental sustainability makes it a leading business in safety advocacy.

NuStar Energy also allows employees to participate in savings programs, thus giving them an opportunity to build their future from the pay they receive from the company. Given the company operates pipelines, storage facilities, and terminals that carry crude oil, refined products, and specialty products, it is critical to practice social responsibility (Berg 407). In this respect, the company adopts a community service type of working atmosphere that is competitive, indiscriminate, and suitable to work in.

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