

# Human resources question paper



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What do you believe contributes most to helping a company gain the competitive advantage? Which do think you contribute the least? Why?

Acquiring and preparing human resources seems for me the most vital part in directing the company towards gaining competitive advantage. Businesses strive to compete in order to win the battle for market predominance. In this case effective human resources management is necessary, so as to guide the employees in the right direction for gaining true competitive advantage in the marketplace. Acquiring and preparing human resources is a never ending process, because businesses in the global world now are constantly evolving and need newly skilful and innovative minds to push the limits further. Therefore, acquiring and training the personnel is the most important aspect in being able to balance the company's goals and compete with others. This is so, because when you appoint someone to a given position you require from him to possess particular education and work background, so that he can contribute for the developing for the company. So selecting the appropriate candidates is essential for company's growth and competitiveness. Cohen (1991) states that by raising the corporate training employees are more predisposed to seek self-initiative and demand from their managers broader possibilities in their work liberties. Consequently, employees who have greater freedom to maneuver in their work can bring brighter ideas within the company and aid to its competitiveness.

The preparation or training will provide the employees with specific internal competences about the position they hold and the work specificities. So combining the initial training with the already proven previous work experiences, the employee will be able to exceed in his work and instigate

towards excellence. The training equips workers to carry out their duties and engage in personal development as well as company's growth. Therefore, when one strives to grow in his positions, he will come up with clear and innovative ideas to guarantee the higher position.

In my opinion, compensating human resources will contribute the least, because when individuals are looking for a career to grow, the amount of salary received is not the moving element. They know that they will be remunerated each month, so unless they are sales representatives and have a target to meet, they will not contribute to the competitive aspirations of the managers. Bonuses and other monetary stimulations are effective to a degree, they can stimulate the employees to come up with new ideas and to engage in the work processes more actively. However, if they do not hold personal reason to develop any financial compensation will be useless.

Managing the environment depends to a large degree of the internal processes within each company. Certainly, positive working environment contributes to the advancement of the company, however if the professionals hired lack the skills or training even in friendly working environment, the results will not be satisfactory for the managers.

Evaluating and developing the personnel also contributes for the advancement of the organization in terms of its competitiveness. Though, again if the selected workers do not have the necessary previous qualifications, they will receive low evaluation rate. Therefore this will negatively affect on their professional realization and on their self-confidence. Once, the employee lose the confidence that they are needed within the company's structure, the managers lose individuals' motivation to pursue the company's goals.

References:

Cohen, P. T. (1991). The politics of corporate training. Unpublished masters thesis,

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