

Human Resource Management

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Answer # 01

Human Resource Management plays an integral role in modern business. Human Resource Management helps business organizations maintaining a great relationship between the employees and their organization (Armstrong, 2010). HR department of an organization has multiple responsibilities and its primary purpose is to improve the productive contribution of people within an organization, whether it is personal or public relations. Within the modern business practices, there has been increasing emphasis on the role played by HRM in delivering required levels of performance. It is absolutely necessary for human resource management to work hand-in-hand with the individuals in order to guarantee high quality delivery of product and services. The purpose of the human resource department and human resource management is to fully assist the entire organization in working together effectively to accomplish organizational goals and objectives (Armstrong, 2013).

The central focus of human resource planning is to supervise every aspect of operation that is related to personnel. The major HRM issues that have been recently encountered include human resource planning and flexibility of labor; strategic recruitment and employee retention.

Recommendations for resolving these issues involve employee development, knowledge management and succession planning; employee performance management; employment relationships and employee involvement; motivation and reward strategies, managing cultural diversity, employee satisfaction, skill development, training and development and effective recruitment and selection strategies (Stahl, 2012).

Answer # 02**2.1 Tripartite Relationship**

The Tripartite relationship is a three party agreement; consisting of a primary relationship between an employee and employer, and secondary relationship among the employee, employer and the state. In employment relationship the tripartite relationship is represented by Workers' Union, Employer Association and the Government or State (Stahl, 2012).

- Worker Union plays a significant role of acting against the structural or legislative injustices of the workplace; over and above the role of education employees and collective bargaining.
- Employers' Association undertakes the schemes of welfare including the wages of employees and labor benefits.
- Government or state have a role to promote and guarantee the rights of labors and is bound to develop standards which ensure favorable conditions and benefits (Armstrong, 2013).

2.2 Approaches to Employment Relations

- i. **Unitarits Theory:** According to this approach the Industrial relations are established in individual treatment, mutual cooperation, teamwork & common goal sharing; whereas it regards trade unions as the competitors for cooperation and employee commitment (Stahl, 2012).
- ii. **Pluralist Approach:** This approach regards conflict amid employers and employees to be inevitable because both the parties have conflicting interests. This approach considers Trade Unions as a legitimate counter for authority management (Saif, 2013).

iii. Marxist Approach: This approach reflects the method and worldview of societal analysis which focuses on societal conflicts and class relations; that uses materialistic explanation of historical development & dialectical vision of social alteration (Guest, 2012).

Answer # 03

Case Study: A Matter of Priorities

3.1 Shiela Stephens should have ensured that she maintains a smooth-flowing interview which is important for a continuous exchange of ideas and conversation. In addition to it she should be performed the interview with the least amount of interruptions as possible. The resume of the candidate should have already been reviewed. Also, the inquiry should be structured to include information relevant only to the qualifications of the candidate for the position. She should bear in mind that an interview is not just an assessment of the individual looking for a position but also an assessment of the organization by the individual (Armstrong, 2013).

3.2 Shiela beside Pete should make the selection decision related to the hiring of the production supervisor because she is the production manager and she better understands the departments' needs and requirements. Additional by selecting herself she will be able to better align the organizational objectives to organization's workforce (Stahl, 2012).

3.3 A behavioral job interview particularly focuses on observing how an applicant perform or behave in a specific situation related to employment. Few basic questions that make up a behavioral interview may include the following;

- Tell about a situation when u applied logical problem solving approach.

- Give an example of a stressful workplace situation & how did u handled it?
- What is your way of working effectively under pressure?
- Give an example of how you situate & achieve goals (Guest, 2012).

Answer # 04

4.1 From the standpoint of Sweeny Electronics, Nakeisha practice of performance appraisal create an overall negative impact on organizations' performance appraisal system ; because this gives an impact to other employees that they can get appraisals on the basis of average performance and good interpersonal relations with their bosses irrespective of their actual performance. This will also generate an impact of preferring personal issues rather than professional and diminish the work performance of employees and eventually of organization (Saif, 2013).

4.2 Nakeisha can use FDS (Force Distribution System) to reduce the negative impact since this would enable her to perform comparative evaluation. She could relate the performance of other employees to certain components to balance the situation (Guest, 2012).

4.3 FDS can help overcoming this problem because this is primarily used for eliminating the errors in rating such as central tendency and leniency; but on the other side it should not be ignored that the model itself can cause numerous rating errors since it forces prejudice & discrimination among employees even in case of similar job performance (Guest, 2012).

References

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