Human Resource Management Strategies

Name

Institution

Course

Instructor

Date

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Human resources has undergone several changes since its establishment as a discipline hence adoption of a system to evaluate those who take up positions in an organization. The new domain is grounded in the developing paradigm of industrial psychology and encouraged by the study of Fredrick Taylor in the 1920s, which was viewed as a possible solution to workers' unrest and inefficiencies. A core tenet of Taylorism was that workers became more productive when subjected to favorable working conditions. Taylor viewed the question of how to match individuals' skills with jobs in which they would be more effective as a fundamental issue (Savickas et al., 2009) that could be resolved by applying a scientific management approach. Hence, one of the functions of the new administration was to use new testing technologies to test new employees rationally. It is the mandate of any organization to employ someone who will bring maximum reward to the organization and selection of people to fill the gap is just but the beginning.

**Assess your current workforce**.

The first step in strategic human resource planning is to assess your current employee's knowledge and skills. This will give you an accurate mental picture of the current state of your task force. It involves analyzing your employee's education level, competence, talents, and skills. The information can be obtained by engaging employees in formal and informal communication. Other sources of such information are contained in the employee's personal files, CVs, Performance appraisals, and completed tasks. This strategy gives the employer an advantage when deciding who to delegate tasks. Keeping track of records systematically of employees also comes in handy when reference is needed. Additionally, performance reviews can help you determine when employees are willing and able to resume new tasks.

**Create A Succession Plan**

A succession plan is designed to ensure that the transition of roles among employees is effective and seamless. Changes in an organization are inevitable, and when time calls an organization, stability can be undermined when power and authority are in the wrong hands. A succession plan ensures that employees with the skills immediately assume the position.

There are several ways to go about succession; you may involve employees directly by asking them about their vision of the company. Direct conversations with stakeholders, the board of directors, and employees on their goals and what they require to get there will play a great deal in the smooth transition for the new regime. Also, succession can be planned behind closed doors, considering the organization's culture and employees' team spirit.

**Creation of Employee Development Plan**

Having qualified employees is a way of building a long-term, thriving workforce. Having a clear direction on how to increase the skills and advance your employee's career will forge your business ahead. Creating an employee development plan will grow their skills, and interns will give the best insight into who is fit to fill positions in the organization. This is the way to go since you decided on the skills your employee needs. It saves time, and the goal is ultimately met.

Once you know the objectives, you can figure out how your employees will achieve them. Opportunities for employees to put into practice their newly acquired skills should be considered.

**Talent Acquisition Targeted Recruitment**

The human resource team makes a targeted recruitment campaign for talented individuals from schools to solve the organization's need to employ more gifted people. This is possible by attending campus job fairs, partnering with educational institutions, and using social media. This approach ensures there is a vast pool of skills to choose from and the right candidate gets the job done.

**Reference**

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