**RELEVANT HUMAN RESOURCE MANAGEMENT STRATEGIES TO SELECT APPROPRIETLY SKILLED PEOPLE TO FILL OPEN POSITION IN AN ORGANIZATION**.

Human resource management strategies also known as Strategic Human Resource Management (Strategic HRM) provides a framework linking people management and development practices to long-term business goals and outcomes. It focuses on longer-term resourcing issues and other HR strategies, such as reward or performances, determining how they are integrated into the overall business strategy

To effectively fill open positions, organizations can implement several human resources management strategies which when combined can enhance their ability to identify and select appropriately skilled individuals to fill open positions in an organization:

1. Job Analysis: It plays a vital role in human resource management strategies by providing a systematic approach to understanding and defining the requirements of a particular position. Organization can conduct a thorough job analysis to clearly define the skills, qualifications and competences required for the position. It can also identify the knowledge and ability necessary for the success in a role. The information becomes the foundation for creating accurate job descriptions and specifications, aiding in the recruitment and selection process. It ensures that the organization selects candidates who possess the required skills and attributes for the open position, aligning with effective human resources management practices.
2. Utilize Technology: Leveraging technology in human resources management strategies enhances the selection process by streamlining tasks and improving efficiency. Leverage applicant tracking systems (ATS) and other HR technologies to streamline the recruitment process, manage applications efficiently, and identify top candidates. The Applicant Tracking System (ATS), for instance, automates resumes screening and application tracking, allowing HR professionals to focus on evaluating candidates with the right skills. To help assess candidates more effectively, video interviews, online assessments and pre-employment driven tools can be used. In addition, data analytics can be employed to analyze recruitment metrics, providing insights to optimize strategies and refine the selection process over time. Integrating technology in these ways contributes to a more streamlined and effective approach to selecting appropriately skilled individuals in an organization.
3. Networking and referrals: These are powerful components of human resources management strategies for selecting skilled individuals. Building a strong professional network and encouraging employee referrals can result in identifying qualified candidates who may not be visible through traditional recruitment channels. Networking events, both in person and online, provides opportunities to connect with potential candidates and industry professionals.

Referrals from current employees often lead to hires that fit well into the company culture, as existing staff members are more likely to recommend individuals with both the required skills and a good cultural fit. This not only enhances the efficiency of the recruitment process but can also contribute to a positive work environment and employee engagement.

1. Recruitment Planning: It involves identifying staffing needs, defining job requirements and developing strategies to attract qualified candidates. It is crucial to align recruitment with overall organizational goals in human resources management. This includes understanding the skills, competencies and cultural fit required for the open position. Employing diverse sourcing methods, such as job boards, networking, and social media can enhance the pool of potential candidates. Continuous evaluation and adjustments of recruitment strategies contribute to effective talent acquisition in line with the organization’s long-term objectives.
2. Effective job descriptions: crafting effective job descriptions is essentials for attracting the right candidates in human resources management. Begin with a concise job title that reflects the role’s responsibilities. Clearly outline key duties, specifying tasks and expectations. Highlight required qualifications, including education, experience, and any other certifications. Emphasize the skills necessary for success, such as communication, interpersonal and problem-solving abilities. Provide insight into the organizational culture to attract candidates who align with it. Lastly, encourage diverse candidates to apply by using inclusive language. Regularly review and update job descriptions to ensure they remain accurate and relevant.
3. Diversity and inclusion initiatives: This involves actively seeking candidates from varied backgrounds to ensure a well-rounded and representative workforce. Strategies include implementing blind recruitment processes, creating inclusive job descriptions and fostering a culture that values diversity. This helps attract appropriately skilled individuals from different demographics, contributing to a more dynamic and innovative workplace.
4. Competitive compensation and package: it’s crucial in attracting and retaining top talents. It aligns with human resources management by ensuring fair remuneration, motivating employees and fostering a positive workplace culture. This approach helps organizations secure skilled professionals and promotes long-term commitment.
5. Talent pipeline: It’s a proactive strategy to identify, attract, and develop potential candidates for key positions within an organization. It involves creating a pool of qualified individuals with the necessary skills and competencies, allowing the company to quickly fill open positions with suitable candidates. By establishing a talent pipeline, HR can streamline the recruitment process, reduce time-to-fill vacancies, and ensure a continuous flow of skilled individuals. Ready to contribute to the organization. This strategy involves activities such as networking, succession planning, and maintaining relationships with potential candidates over time. Its benefits include minimizing disruptions caused by sudden vacancies, identifying and nurturing top talent and aligning workforce planning with the organization’s long-term goals. It’s an effective approach for staying ahead of talent needs and maintaining a competitive edge in the market.
6. Continuous feedback and improvement: it involves several key practices, such as regularly assessing the effectiveness of recruitment processes by analyzing metrics like time-to-fill, source effectiveness and candidate quality. Solicit feedback from hiring managers, candidates and the HR team to identify areas for improvement. Utilize technology and data analytics to enhance decision-making and streamline processes. Stay updated on industry trends and incorporates best practices into recruitment strategies.

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