

1.

Social organisational
personal functional
objectives

Clear recruiting means to
ensure the right candidate
for the right job is selected
ensure retention and
motivation

HRM specialists are
essential as they are the link
between the organisation
and the employees and
assist the stakeholders
achieving their goals as well
as enhancing company's
reputation. The role is
evolving in a strategic way
and HRM specialists are part
of the executive team and
therefore part of executive

decisions

HRM should act in the company's best interests and therefore maximising success. HRM should also take into consideration work ethic and employment rights strengthening relationships with trade unions and employees and maintaining a fair treatment.

People management ensures effectiveness of employees e.g. by selecting the right candidate, training the employees with less experience, giving room to talent and therefore motivation

2.Functions:

planning,staffing,development and maintenance

3.development: cross training, e-learning, attending fairs, task-force in a different environment, H&S courses e.g. first aid, incentives such as local attractions, team building games, vocational courses

Case study

.it suggests the he is demotivated and could affect his co-workers too potentially damaging the entire department and lead to inefficiency

Potential solutions:

Suggest the HOD to draft a weekly roster with alternative weekends off to everyone to ensure fairness. Alternatively suggest a

shorter day during the weekend and longer day during the week e.g. 2 extras hours distributed during the week and 2 less hours during the weekend.

Identify a potential employee who prefers to work on weekends.

Suggest paid overtime during the week in different departments according to business needs to increase his salary

Suggest an appraisal to identify a potential transfer to a different department

Explore potential incentives for that department

