



The Human Resources (HR) function provides significant support and advice to line management.

The attraction, preservation and development of high caliber people are a source of competitive advantage for our business, and are the responsibility of HR.

Strategic Human Resource Management is done by linking of HRM with strategic goals and objectives in order to improve business performance and developing organizational cultures that foster innovation and flexibility. It involves planning HR activities and deployment in such a way that enable organizations to achieve their goals. Human Resource activities such as recruitment, selection, training and rewarding personnel are done by keeping in view the company's goals and objectives. Organizations focuses on identifying, analyzing and balancing two sorts of forces that is; the organization's external opportunities and threats on one hand and its internal strengths and weaknesses on the other.

Alignment of the Human Resource system with the strategic goals and objectives of the firm has facilitated organizations to achieve superb targets. The knowledge of the workers is fully utilized towards achieving the desired targets. There is a good two-way communication between the top management and the worker's union.

Organizations believe that the strengths and weaknesses of the company's human resource can have a determining effect on the viability of the firm's strategic options. They focus on the provision of the skills and abilities needed to meet the requirements of an organization's overall objective. Paired comparisons and behavioral checklists should be used for appraisal. Work planning and review (MBO) can identify goals attained, problems encountered and need for the training to be realized.

ARM (Attraction, Retention and Motivation) concepts should be used to reward the workers. They should be provided equity within the organization and there should be focus on individual need of the workers. Human Resource Management must be an equal partner in the formulation and implementation of the company's organization wide and competitive strategies. Pay for performance plans should be focused.

The process of carrying out change is not just about strategies and plans for their delivery; it is also about relationships between people and the management of workforce diversity in the context of the changing business environment. The increased emphasis on excellence through recognition of the individual and the team gives a balanced approach to HR planning pivotal to overall strategy achievement.

There is a belief that if you tell people what is happening and what is necessary to achieve excellence, and then they will perform accordingly. Some education strategies have effected improvement this way but others have foundered because informing and involving people does not guarantee the desired changes will happen.

People have to believe in a strategy and this requires that leaders create the right environment for the change to occur and for believing that it can. People management systems must be tailored to fit each unique business. But to create business excellence with HRM processes that intrinsically add value, all organizations need, is to develop HR strategies to support the integration of business planning with business excellence. A holistic approach nurtures proactive incremental change. It also avoids the sudden traumatic change that so many organizations endure as a result of radical improvement programs and the inevitable stagnation that follows. In a sense the organization runs out of sustainable energy.

HRM is a way of getting things done through people. It's an essential part of every manager's responsibilities, but many organizations find it advantageous to establish a specialist division to provide an expert service dedicated to ensure that the human resource function is performed proficiently with perfection.

Many organizations have problems with their people mainly due to organization's inability to utilize the most from valuable work force and as a result, their people remain under valued, inadequately trained, less utilized, poorly motivated and consequently perform well below their true capability.

Strategy

In order to implement a successful business strategy to face this challenge, organizations, large or small, must ensure that they have the right people capable of delivering the strategy. The rate of change facing organizations has never been greater and organizations must absorb and manage change at a much faster rate than in the past.

New Employee

The selection for talented, skilled people is competitive and expensive. Taking on new staff can be disruptive to existing employees. Also, it takes time to develop 'cultural awareness', product/ process/ organization knowledge and experience for new staff members.

Organizational Function

The contributions of human resource management also changes as organizations vary in size, aims, functions, complexity, construction, the physical nature of their product, and appeal as employers. But, the ultimate aim of almost every organization's function is to: "ensure that with minimal interruption or pause, the business is correctly staffed by the right number of people with the skills relevant to the business needs ". What here meant is that an organization should neither be overstaffed nor understaffed in total or in respect of any one discipline or job ranking.

Approach and Function for HRM

The inspiration of a well contemplated human resource management strategy, with the precision and detail is like a well oiled machine – a cleverly designed marketing strategy that ensure not to leave any aspect of effective human resources. Failing to have such a carefully crafted human resources management strategy, can and probably will lead to failures in the business process and growth of the organization.

These resources are presented to promote thought, stimulate discussion, diagnose the organizational environment and develop a sound human resource management strategy for your organization. We begin by looking at the seven distinguishable functions human resource management provide to secure the achievement of the objective defined above.

Have a nice time!

About the Author

Syed Imtiaz Hussain is Head of HR & Administration in one of the leading multinational Company. As a member of top management team; he develops a highly professional A-Class HR environment in the organization by utilizing his vast practical and visionary experience of HRM and HRD.

He believes organizations that invest in people can face the global economic and technological challenges in better way.

His numerous of articles were Published in leading Newspapers and practitioner journals. He is also the author of "**HR Global Challenges**".

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