



# Human Resource Management Essay On Attracting And Retaining Staff

## Introduction

Attracting and retaining proper talent explored in this human resource management essay within an organization is the key to achieving performance and productivity. Employees are the main driving force of an organization and their skills and competencies help the company to grow and achieve success in the market. Increasing job satisfaction by delivering satisfaction and breathable working environment is the key to retaining employees in a company. Talented employee always offers better performance and productivity from an average one and their optimum performance increases the overall productivity of the firm which as a result helps the firm to achieve growth and success. The aim of the study is to understand the attraction and retention of talent within communication sector organizations followed by its key challenges.

## Discussion

**Key challenges mentioned in human resource management essay in attracting and retaining the workforce in communication sector**

The productivity of an organization directly connected with the talent of its employees. According to the research, high performer employees are 400% more productive than an average one. However, with great performance, there comes a few challenges that every organization faces for retaining their talented

# **Human Resource Management Essay Paper**

**David E. Guest, Jaap Paauwe, Patrick M.  
Wright**



# Human Resource Management Essay Paper

Human Resource Management Lillian Matiza, 2013-02-04 Essay from the year 2012 in the subject Business economics Business Management Corporate Governance grade A Atlantic International University course Human Resource Management language English abstract Human resource management is basically a way of managing humans at their work place in search of performance and rating it well in order to also remunerate them well According to Boxall et al 2007 HR is management of work and people in order to meet a desired end In other words HRM is a systematic approach that consists of processes that are basically in all organizations for example selection appraisal rewards and development Armstrong Michael and Boxall et al have similar views on the description of what HRM is all about They both cover issues of selection and recruitment reward management learning and development employee relations and many more Armstrong Michael also adds issues of the roles of line managers and the function of HR Human Resource Management in Europe Manuel Simon, 2007-11 Scientific Essay from the year 2006 in the subject Business economics Business Management Corporate Governance grade 96 Prozent Beijing Institute of Technology course Human Resource Management in International Firms 15 entries in the bibliography language English abstract This paper analyzes in how far human resource management HRM of the United States of America USA will influence European HR practices When investigating the special features of American and European HRM it becomes obvious that the USA is characterized by low level of state interference and stronger emphasize on individualism In contrast in Europe greater involvement of the states and European supranational agencies as well as huge organizational and managerial responsibility towards employees is usual What is more trade unions have a high social legitimacy in Europe compared to the USA Nevertheless due to different cultural and institutional perspectives of the individual European countries it is difficult to define a common HRM model within Europe Hence the discussion of various regional clusters arose in recent years Although some European countries move towards directional convergence whether countries share the same trend final convergence whether countries are becoming more alike is still far from being realized Consequently it should be assumed that neither American HR practices will significantly influence European HRM nor that Europe will lead towards convergence of a common model in the future Countries will continue to be different in their HR practices due to their unique cultural and institutional frameworks **HRM and Performance** David E. Guest, Jaap Paauwe, Patrick M. Wright, 2012-12-19 The link between HRM and performance has become an important policy issue at both a national and a corporate level HRM and Performance draws on the knowledge and expertise of a number of leading international scholars in the field of HRM to provide a comprehensive overview of the current state of HRM and identify fruitful directions for theory research and practice A central question throughout is what s next for HRM and what are the keys to the future of managing people and performance **Human Resource Management, eBook, Global Edition R.**

Wayne Mondy, Joseph J. Martocchio, 2015-06-01 *Combining Theory Practice A Modern Guide to Human Resources Human Resource Management* addresses the study of HR in a realistic practical and stimulating manner Examples of how HR management is practiced in the real world and the relationship between various HR topics are interwoven throughout the text giving students a thorough introduction to the field based on sound theoretical concepts and practice The 14th Edition reveals HR s strategic importance to management and the overall health of an organisation The text also addresses the ongoing shrinkage of internal HR departments as many companies shift towards HR outsourcing HR shared service centers and professional employer organisations Students should walk away with an appreciation for how the HR profession continues to shed its administrative image and while focusing on mission oriented activities The full text downloaded to your computer With eBooks you can search for key concepts words and phrases make highlights and notes as you study share your notes with friends eBooks are downloaded to your computer and accessible either offline through the Bookshelf available as a free download available online and also via the iPad and Android apps Upon purchase you ll gain instant access to this eBook Time limit The eBooks products do not have an expiry date You will continue to access your digital ebook products whilst you have your Bookshelf installed [Essays on the Interface of Operations and Human Resource Management](#) Evan Tolman Barlow, 2016 *Human Resource Management at Rwe* Maximilian Wegener, Steffen Schulte-Limbeck, Christoph Klein, Niels Schrahe, 2013-08 Essay from the year 2012 in the subject Business economics General grade 8 0 Maastricht University SBE course Human Resource Management language English abstract This paper evolved during the course Human Resource Management EBC 2026 at Maastricht University Throughout the course students are aimed to learn the basic concepts of human resource management by reporting both theory and practice The first important logic of human resource management is that it is not just a supporting activity in Porter s generic value chain but can also be strategic and a source of competitive advantage if understood and managed well Many companies face increasing challenges but also opportunities in managing their human resource base This paper exclusively gives an assessment on how RWE one of Europe s largest electricity and gas companies is managing these challenges and opportunities and provides an assessment what human resource theory suggest on how to manage these challenges and opportunities It focuses its analysis on two aspects one weakness and one threat of RWE The weakness is an aging workforce with no younger skilled replacements in sight Appendix 9 1 The threat is an industry paradigm towards a more sustainable energy production changing the rules of how energy business is done Appendix 9 2 Consequently the central question in this paper is how RWE secures its survival with the help of HRM after the secular change in energy policy worldwide and an aging workforce First the paper explains the business model the strategy and intentions to grow earnings in the future of RWE Second it elaborates on how RWE s human resource management approach has been supportive to the business model and strategy Third it addresses different human resource configurations and assesses their usefulness for RWE Fourth it analyzes how specific

human resource functions of recruiting staffing and knowledge management contribute to the success of RWE Fin

Strategies for an effective HRM policy in organizations Kostadin Ruychev, 2019-03-08 Essay from the year 2018 in the subject Business economics Personnel and Organisation grade 5 50 language English abstract This paper examines the delivery of strategic effect to organizations by effective HRM policy and the contribution to competitive advantage with a focus on the influence of the internal and external factors on the delivery of HRM policy in the UK during the last 25 years HR function in companies is ruled along with the overall strategy of the company so as to set up the best match between the organization the employees and its surrounding environment The latter is known as vertical or horizontal alignment and demands coordination of organizational aims and processes with needs of the staff in an orderly and efficient way Doing so will guarantee different training development and learning opportunities for the organizations employees Hence companies will be more likely to gain competitive advantage and there is a strong tendency that the performance of the organization as well as the relation between the employees and the organization will ameliorate

**Human Resource Management at IBM** Maximilian Wegener et al., 2013-08 Essay from the year 2011 in the subject Business economics Miscellaneous grade 8 0 Maastricht University language English abstract This paper is written within the course Human Resource Management EBC 2026 at Maastricht University The aim of the course is to introduce the basic concepts of human resource management to students by reporting both theory and practice It gives an assessment on human resource practices at IBM Is IBM s HRM effective with regard to global SIHRM policies and practices especially in knowledge management and retention of talent is the central question to answer Thereby it first analyses IBM s business model Specifically it looks at IBM s customer value proposition its profit formula its key processes and key resources These are the basis for the further analysis of IBM s HRM practices Second it analyzes how IBM endorses the development of talent and the exchange and sharing of knowledge Third it examines how IBM solves agency problems with its employees Fourth it points out which organizational blueprint IBM is utilizing and the performance of it Fifth the paper discusses how strategic HRM is aligned and managed internationally and how it ensures that HRM contributes worldwide to IBM s success Finally it concludes by giving recommendations for IBM based on this course s literature

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*Critical evaluation of the roles and responsibilities of Human Resource Managment in organisations* Nina Vöge, 2017-07-07 Essay from the year 2016 in the subject Leadership and Human Resources Miscellaneous grade 1 5 Aston University language English abstract As an organisation constantly interacts with and relies on its environment change can be seen as one of the main threads running through the evolution of Human Resource Management HRM Indeed as research confirms external trends such as new technological developments ongoing globalisation changing demographics and increased attention towards wellbeing are important predictors of how work is managed today Considering the evolution of HRM overtime it is apparent that both its roles and responsibilities in organisations have changed significantly Within the context of organisational change this essay aims to critically evaluate HRM s roles and responsibilities Early theories suggest that HRM is as a necessity to reassess how to manage people and

their welfare at work During the industrial age the Principles of Scientific Management by Frederick Taylor proposed that efficiency and productivity could be achieved best of all through rationalised modes of production It was during that time that the importance of HR and people management as a profession grew considerably By the middle of the 20th century academic research in the fields of psychology anthropology and sociology began to emphasise the behavioural and emotional context of the employment relationship leading to an understanding of HRM as a more holistic perspective

**Contemporary Perspectives on Human Resource Management** Wilhelm Osterdahl,2024-02-13 Essay from the year 2017 in the subject Leadership and Human Resources Miscellaneous grade 2 3 Manchester Metropolitan University Business School course Contemporary Perspectives on HRM language English abstract This assignment will discuss the case study of Global Business School GBS by breaking down all the intrinsic theory that can be applied to this case study It starts with defining what HRM is moving to different theoretical applications of best practice HRM the Ulrich Model and then respectively CIPD together with other relevant theoretical approaches to the case study It will extend to all the areas covered by the applicable theory and then contrast the benefits and issues associated to it Providing throughout the assignment examples and perspectives from several authors that will be supported with relevant references on which it will be possible to critically analyse and draw a conclusion about Mr Jones case study

**The challenges of International Human Resource Management within Multinational Enterprises** Katja Assenmacher,2012-01-31 Seminar paper from the year 2011 in the subject Business economics Business Management Corporate Governance Anglia Ruskin University language English abstract In their work Briscoe Schuler and Claus 2009 point out the challenges that globalisation poses on human resource HR practices of Multinational enterprises MNEs These include the requirement of a global mindset throughout HR functions such as attracting engaging and retaining employees for all countries Although a MNE operates global it still has to consider and adapt to local conditions and moreover HR managers have to work on their competencies in order to adequately respond to the circumstances The above summarized statement of Briscoe Schuler and Claus 2009 is valid for several reasons which will be explored in the following essay

**Valuepack** Derek Torrington,Laura Hall,Stephen Taylor,Kathleen McMillan,Jonathan Weyers,2007-10-02 This Value Pack consists of Human Resource Management 6 e by Torrington Hall Taylor and How to Write Esays and Assignments 1 e by McMillan Weyers 1 e ISBN 9781405887014

**Strategic Human Resource Technologies** Ashok Chanda,B Sivarama Krishna,Jie Shen,2007-05-08 In recent years technology has transformed human resource management HRM While the task of managing people in organizations is becoming ever more complex HR professionals can now get better results with the help of new tools and techniques This pioneering and unusual book defines HR techniques as technologies in their own right and consolidates a broad array of strategies to provide a holistic view of people management Bringing together 40 strategic HR technologies and explaining where and how they can add value to an organization the authors also discuss how to brand these technologies within the enterprise They cover the four broad areas



of HR management Human technologies for profit making Building individuals and teams Attracting and retaining talent Scenario building for the future Using models charts and clearly defined terminology this book lays out the theories and practical steps in the application of HR technologies *Differences and Similarities Between Domestic and International HRM* Robert Stolt,2010-05-04 Essay from the year 2010 in the subject Leadership and Human Resources Miscellaneous grade A University of St Andrews language English abstract Human resource management HRM is becoming an increasingly important topic as organisations are forced to adapt their operations to a rapidly growing global environment Boxall Purcell Pucik 1992 pp 61 81 The objective of this paper is to provide a clear overview of the differences between domestic and international HRM analysing recent developments and current issues in this subject The coursework is divided into five chapters Initially the general theoretic foundations of human resource management are explained in chapter two Thereafter the specific commonalities and differences of domestic and international human resource management will be outlined in chapters three and four respectively Finally in a retrospective analysis of the paper the research findings will be analysed and an outlook of the future development of HRM on a global level compared to domestic human resource management will be given **Essays on Human Resource Management Practices Turnover, Productivity, and Firm Performance**

Mark Andrew Huselid,19?? **Human Resources Management Strategies. Personnel Management** Leonard Kahungu,2017-07-10 Essay from the year 2017 in the subject Business economics Business Management Corporate Governance grade 69 00 language English abstract Over the last few decades Singapore Airlines Limited SIA has managed to maintain its core competence and acquire a global status due to its competitive packages offered to the consumers SIA has been in a position to design and execute strategic business level plans such as efficient operations excellence services delivery innovations and the alignment of functional approaches especially in the human resources With over 62 destinations in the five continents SIA plans to make Singapore a regional and global hub for the aviation industry Therefore the primary aim of the report is to develop appropriate personnel management strategies that include job analysis design recruitment and implementation techniques in attempts to fulfill the staffing needs to achieve higher performance efficiency

**Strategic Human Resource Management at Oman Oil Company** Joseph Kariuki,2022-02-28 Essay from the year 2022 in the subject Leadership and Human Resource Management Employee Motivation language English abstract This paper is an analysis of the Oman Oil Company The Strategic Human Resource Management will be analyzed to get a clear insight on how the company seeks to get the best from its workforce for the company to achieve unparalleled success For any company to achieve success it needs proper policies and cultural background that would define its operations In this way the company or business organization will have a structured way of doing things that ensure the maximum output which will in turn translate to business growth and development One of the key aspects of any business organization is the human resource management culture and policies The way a company treats its workforce will have a significant bearing on the

direction the company will take The employees are key stakeholders that should be considered at every step of the management process They are the ones that perform the daily activities meet with customers and produce goods and services that are sold by a company Therefore neglecting their needs can make the company fall Since the employees are such a crucial piece in the success of a company or business entity a company will be better placed ensuring that they get the right type of employee during the recruitment process This will ensure that the company gets people that are motivated to work to ensure that the organization gets to meet its vision and goals

*Working Paper Series* Massey University  
(Palmerston North). Department of Human Resource Management, **Human Resource Management, 15e** Gary Dessler, Biju Varrkey, Human Resource Management provides students with the daily tools and skills they need to function as successful managers in both human resources and business in general With a practical approach the text explores the evolution of the field highlighting the introduction of revolutionary new technologies and social media platforms such as LinkedIn and cloud computing The fifteenth edition focuses on the positive impacts technology has had on the HR field The ability to vet potential employees on the Internet shifts more HR responsibilities to managers leaving HR departments with more time to carry out strategic long term endeavours for boosting employee performance and engagement With a heavy focus on emerging industry trends the text prepares students with everything they need to be successful managers and HR personnel in the 21st century

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