

HR MANAGEMENT AS A STRATEGIC TOOL

TESCO



- Aim to enhance employee skills, monitor HR performance, assess employee growth and training progress, gather feedback, and align HR practices with proven theories

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ENHANCING WORKFORCE SKILLS THROUGH TRAINING AND DEVELOPMENT

- Increase funding for training and development programs.
- Design comprehensive and structured programs to meet individual and departmental needs.
- Upgrade training facilities and logistics systems for better engagement and understanding.



MONITORING HR PERFORMANCE

- Techniques for monitoring HR performance:
- Employee observation
- Regular one-on-one conversations
- Self-monitoring tools for employees
- Utilizing popular assessment methods (e.g., Managerial grid, MBO).



ASSESSING EMPLOYEE GROWTH AND TRAINING PROGRESS

- Learning questionnaires and self-assessment plans for evaluation.
- Debriefing sessions with line managers and trainers post-training.
- Periodic assessments throughout an employee's tenure.



FEEDBACK ON TRAINING AND DEVELOPMENT

- Feedback from workers, clients, managers, and trainers.
- Active participation and approval of participants in the evaluation process.
- Trainers' role in providing training, evaluating trainees, and generating reports.



MANAGERS' ROLE IN ASSESSMENT AND FUNDING

- Managers form and implement assessment procedures.
- Allocate sufficient funding for trainers and necessary materials.
- Leadership support fosters inclusivity and employee engagement.
- Employee participation in performance review process for valid results.



IN CONCLUSION

- HR management is indeed a strategic tool for gaining a competitive advantage in today's business landscape
- Practices include training, reward schemes, employee advocacy, motivation, etc.
- Resulted in consistent revenue growth, customer loyalty, and enhanced equity.





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