



University of Wales
Trinity Saint David

Assessment 2 Human Resource Management

Outline of detailed and appropriate Human Resource Strategies - During COVID-19 Era:
(The Morrisons, United Kingdom)

Name: Amandeep kaur

Student id: 2106102

Module Name Human Resource management

Module code: LCMB7000

Lecturer: Dr. Gladius David kulothungan

Contents

1. Overview.....	3
Task 1.....	3
2. Motivational theory.....	3
3. Functions of Human Resource Management	4
Performance appraisal:	5
Employee Discipline:.....	5
Task 2.....	5
1. Moral Issues in the Recruitment process	5
Misleading job advertisement:.....	5
Screening issue:	5
Difficult to attract the competent person:	6
2. Ethical Issue during selection process	6
Inappropriate criteria:	6
3. Regulatory Issue during Selection process	6
Equal employment Prospect:	6
Discrimination in selection:	6
Task 3.....	7
1. Determination of Compensation and Incentives:.....	7
Discrimination:	7
Minimum wage pay:	7
2. Moral and practical issues relevant to workplace health and safety Moral issue:	8
Data privacy and confidentiality:.....	8
3. Practical issues:	8
Awareness of health and safety issues:.....	8
Difficulty in proactive risk assessment:.....	8
References.....	8

1. Overview

Morrisons is one of the main general stores of UK that serves more than 1 million clients week by week by offering in excess of 20000 items. It gives decision, worth, and comfort to the clients to upgrade their shopping experience. It utilizes more than 120,000 workers across its 500 stores across UK. It is the piece of Woolworths UK, an auxiliary of the Australian grocery store organization, Woolworths Limited (Morrison, 2021).

Task 1

2. Motivational theory

It is fundamental to give useful learning experiences, wonderful workplace, and work conditions to the representatives for empowering and affecting to fill in collectively for the accomplishment of the vision, mission, and objective of Morrisons UK. Concerning this, two-factor Theory by Frederick Herzberg additionally holds that there is a need to zero in on two kinds of elements to cause inspiration and fulfillment in the gig and keep away from disappointment among workers.

Persuasive elements make fulfillment among the representatives work with the colleagues and accomplish superior execution. These elements incorporate accomplishment, acknowledgment, the actual work, obligation and headway, and development. It implies there is a requirement for the Morrisons to give better rewards and acknowledgment projects to its representatives to propel them to fill in collectively and perform better to accomplish the authoritative targets (Herzberg, 2019).

Simultaneously, it very well may be valuable to give liability to the representatives to decide and finish the responsibilities at own level that can assist with empowering the workers and fulfill them with the gig because of testing errands and exercises at the working environment. There is a requirement for open doors for the workers to accomplish better profession development and advancement in Morrisons that can upgrade their fulfillment level and perform with other colleagues effectively to accomplish the authoritative destinations.

Simultaneously, two-factor Theory by Frederick Herzberg additionally considers cleanliness factors that might prompt work disappointment among the representatives

without any these elements, for example, employer stability, pay, oversight, work conditions, relational connections, pay, and professional stability and friends approaches (Lichty and Mantle, 2019). The thought of cleanliness variables can be compelling for Morrisons to guarantee the prosperity of the workers and forestall work disappointment and decrease their non-appearance and turnover. Better working conditions, appropriate oversight, employer stability, and security and great connection with the representatives can help the administration Morrisons to work out what disappoints the group. Likewise, cutthroat and equivalent compensation design and advancement of collaboration and regard for one another can be huge for the organization to guarantee great group execution for the accomplishment of authoritative objectives.

3. Functions of Human Resource Management

Morrisons UK utilizes the accompanying four HRM capacities to arrange and emphatically sway the staff to accomplish the authoritative results:

- **Advancement of staff:** Morrisons gives a few thorough preparing projects to fresher just as experienced ones to improve their abilities and skills to deal with assortments of the errands in the working environment. For example, it gives 2020 Morrisons Graduate Program that gives the growth opportunity actually and expertly and vocation potential open doors in the picked stream. Likewise, it additionally runs apprenticeship programs in one or the other Bakery or Butchery to make the representative an exchange qualified butcher or pastry specialist. Aside from this, it additionally works SEEDS Gateway Program and the UK Certificate in Retail to enable understudies and staff individuals to acquire viable abilities and information and increment expertise variety at various authority levels to accomplish the results of the association (Morrisons, 2021).

Worker fulfilment and inspiration: Morrisons gives better working conditions and learning experiences alongside cutthroat compensation construction to fulfil and spur the representatives to accomplish the authoritative objectives and goals. It guarantees the open doors for each colleagues that foster trust and responsibility among the clients because of high fulfilment and inspiration. It gives equivalent compensation design and rewards opportune to the workers and assists representatives with

understanding their capability to arrange and impact the staff to accomplish the objectives of the association (Batura, 2020).

Performance appraisal:

Morrisons deals with the representative's exhibition by assessing their presentation and distinguishing their powerless regions for improvement. It assesses the representative's exhibition in view of the experience and results (Morrisons, 2021). There is an appropriate method of evaluating the workers execution and giving them input on their exhibition that guides them to foster their feeble regions reliably.

Employee Discipline:

Morrisons advances the useful working society that guarantees the trust and regard among the representatives for one another and to work productively to accomplish the authoritative results. Its work relations experts foster an organization with the functional specialty units to guarantee the discipline and spirit among the representatives. HRM additionally manages the implicit set of principles that directs the representatives to function according to the authoritative approaches and regulation and guidelines (Morrisons, 2021).

Task 2

a) Moral and Practical Issues relevant to Recruitment process/ methods

1. Moral Issues in the Recruitment process

Misleading job advertisement:

There may be a moral issue in the recruitment of store manager in Morrisons to provide wrong information about the job responsibilities, job description, and employment terms in the job advertisement. It is morally needed for the HR management of Morrisons to provide the fair and right information in job advertisement without misguiding applicants. Practical Issues in the Recruitment process (Morrisons, 2015).

Screening issue:

Due to several applications for this position at the same time, Morrisons may face a practical problem in recruiting store managers. The HR department may find it difficult to evaluate applications using appropriate criteria, which can be time-consuming.

Recruitment screening software can help you successfully screen applications. (Crane et al.,2019).

Difficult to attract the competent person:

Morrisons' HR department will find it challenging to hire a store manager due to the difficulties in finding a qualified and professional candidate for this position. To recruit an experienced and talented worker for this position, the HR department will be forced to provide a competitive compensation and benefits package. It will be difficult for the HR manager to recruit applicants who can perform store management tasks, as the business will need to establish a good employer brand image and make better offers than rivals to attract talented and competent people. ((Morrison, 2021)).

Ethical and Regulatory Issues relevant to Selection process/methods

2. Ethical Issue during selection process

Inappropriate criteria:

Morrisons' HR division is ordered to stay away from non-merit factors like character, attributes, actual engaging quality, etc (INDIAFREENOTES, 2021). The use of these variables in the determination cycle may prompt a moral issue for the organization, as candidates ought to be picked in view of their experience, execution, and experimental outcomes.

3. Regulatory Issue during Selection process

Equal employment Prospect:

Morrisons' failure to give equal opportunity in the selecting process might be a regulatory concern. Morrisons' HR department is obligated by the Human Rights Act 1993 (HRA) and the Employment Relations Act 2000 (ERA) of the United Kingdom to provide equitable chances for store manager selection (Morrison, 2021). It needs to allow every applicant to be selected if he/she deserves for this post.

Discrimination in selection:

If there is evidence of prejudice in the selection process, there might be a regulatory concern for Morrisons' HR department. It is not allowed to discriminate in the hiring of shop managers based on factors such as age, gender, ethnicity, religion and so on. It

implies that Morrisons' HR department must give equal chance to all candidates without prejudice (Matthew Deutsch , 2019).

Task 3

Ethical and regulatory issues relevant to compensation and reward system Ethical issue:

1. Determination of Compensation and Incentives:

Morrisons' HR department may face an ethical dilemma in determining remuneration and incentives. HR is sometimes forced to offer senior executives with excessive remuneration and incentives, even if they do not deserve it. As a result, the HR department must avoid such ethical issues in order to meet the expectations of top executives rather than the demands of the employees.

Regulatory Issue

Discrimination:

If Morrisons' HR department discriminates in determining remuneration and awards based on gender, ethnicity, age, religion, or handicap, it may be a regulatory concern. The Equal Pay Act of 1972, the Employment Relations Act of 2000, and the Human Rights Act of 1993 prohibit it from discriminating in employee pay scales. The HR department is expected to decide on remuneration and awards based on the employees' performance and talents (Matthew Deutsch , 2019).

Minimum wage pay:

In the event that Morrisons representatives are not paid a lowest pay permitted by law, it very well might be an administrative worry for the HR chief. As indicated by the Minimum Wage Act of 1983, Morrisons' HR director should choose whether to pay representatives basically the base time-based compensation rate for every hour worked. In the event that the organization pays not exactly the lowest pay permitted by law, it will be a huge administrative issue (UK Government, 2019).

2. Moral and practical issues relevant to workplace health and safety Moral issue:

Data privacy and confidentiality:

If Morrisons' HR department does not consider categorization and consent of information processing and the selection of tests for wellness and security reconnaissance, it may be an ethical concern. If labourers' strength data or reports are submitted to the administration without their consent or knowledge, it is unethical. The HRM is obligated to respect and preserve the secrecy of the employees' medical records (Lichty and Mantle, 2019).

3. Practical issues:

Awareness of health and safety issues:

It's challenging for businesses to encourage employees to think about their health and safety. Morrisons' HR department may have to deal with this practical issue relating to workplace well-being and security. It's because a lot of untrained and low-talented people work at a functional level since they don't have a good understanding of these challenges. Morrisons' HRM may find it difficult to establish a focus on potential risks to one's health (Matthew Deutsch , 2019). At the workplace, as well as with billboards, there is a need to communicate about health and safety issues verbally and in writing. This should be done on a regular basis, with a focus on meeting preparation and reminders, as well as teaching the need of wearing PPE.

Difficulty in proactive risk assessment:

It may be difficult for Morrisons' HR department to determine the risks associated with health and safety in the workplace. It's because there's a lot of ambiguity at work, which can make it difficult to track and analyse the leading signs of health and safety problems. For this, Morrisons' HR management must analyse all factors, including previous events, accident causes, and health issues, as well as conduct a poll of workers to conduct a proactive risk assessment (Morrisons, 2015).

References

Batura, N., 2020. *Report on Employee Satisfaction in Morrison's*. [Online]

Available at: <https://desklib.com/document/employee-satisfaction-lk8/>

Herzberg, 2019. *Herzberg's Motivation Theory – Two Factor Theory*. [Online]

Available at: <https://expertprogrammanagement.com/2018/04/herzbergs-two-factortheory/>

INDIAFREENOTES, 2021. *Ethical Issues In Recruitment And Selection*. [Online]

Available at: <https://indiafreenotes.com/ethical-issues-in-recruitment-and-selection/>

Lichty and Mantle, 2019. *Managing the Unmanageable: Rules, Tools, and Insights for Managing Software People and Teams, 2nd Edition* by Ron Lichty, Mickey W.

Mantle. [Online] Available at: <https://www.oreilly.com/library/view/managing-theunmanageable/9780135667637/>

M. D., 2019. *Sourcing From Clients (and 8 More Unfair Recruitment Practices)*.

[Online] Available at: <https://www.topechelon.com/blog/recruiter-training/unfairrecruitment-practices/>

Morrison, 2021. *More to know / Development | Morrisons Careers*. [Online]

Available at: <https://www.morrisons.jobs/early-careers/more/resources-development>

Morrisons, 2015. *Ethical Trading Policy*. [Online] Available at:

[https://www.morrisonscorporate.com/globalassets/corporatesite/corporate-responsibility/ethical trading/morrisons-ethical-trading-policy-1.pdf](https://www.morrisonscorporate.com/globalassets/corporatesite/corporate-responsibility/ethical%20trading/morrisons-ethical-trading-policy-1.pdf)

Morrisons, 2021. *FOODMAKERS AND SHOPKEEPERS, TOGETHER WE MAKE*

MORRISONS. [Online] Available at: <https://www.morrisons.jobs/>

MORRISONS, 2021. *LIFE AT MORRISONS, MILITARY TO MORRISONS*. [Online]

Available at: <https://www.morrisons.jobs/life-at-morrisons/military-to-morrisons?bcnplid=104844559>

Morrisons, 2021. *Our Approach to Ethical Trading*. [Online] Available at:

<https://www.morrisons-corporate.com/cr/ethical-trading/our-approach-to-ethicaltrading/risk-assessment/>

Ranjay Gulati, 2021. *Team Success Starts with the Individual-and with Love*. [Online] Available at: <https://hbswk.hbs.edu/item/team-success-starts-with-the-individual-andwith-love>

UK Government, 2019. *Employment Minister welcomes new record employment rate*. [Online] Available at: <https://www.gov.uk/government/news/employmentminister-welcomes-new-record-employment-rate>