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Introduction

In this report we will delving into the true structure and function Human Resource Management Taking into perspective roles, skills, sustainability, understanding how a company can run success and to extent smoothly understanding every organization has changes, suffers negativity and must build moving forward with the evolution of society and the rapid and drastic changes that come with , this where HR must be on point this evaluation will detail how that can be implemented and sustained.

1.

Human Resource Management (HRM)

Human resource management HRM, it is about how people are employed, managed, and developed in an organization. HR is implemented by systems and processes dysfunctions within the plan human resources architect. According to Boxall and Purcell, "All activities associated with the management employment relationships in the firm. HRM's objective is to improve organizational effectiveness through people but should be mindful of ethical dimension.

(Armstrong .M, 2020) Massive technological innovation advancements, and changes. this is now introduced new skill sets more minds for human resource management recruitment and selection becomes more detailed, reward systems have become more expected, and communication expanded to new levels creating a whole new pathway for all communication within the workplace. With the implementation of performance and training being compulsory within the workplace.

Surges in the use of innovative technology in human resource management, this is fueling the growth of sophisticated enterprise resource planning (ERP), Software mixed with Internet based technologies that systematize and automate the administrative components of HRM activities and objectives. E- HRM Attributed to deliver significant economic efficiency in processing administrative transitions and communicating information. (Marler. M and Taylor. S, 2020).

The Western economy has had to recover from recessions of past events. HR are specialized in relevance and response; building back independence for the national economy, technical advances, demographic changes, increased global competitiveness, and interdependencies. Human Resources offer full competency and compacity of managing and structuring the entire operations of the organization/company, innovation, globalization, speed, international competitors, adaptability, alternate products, and services are coming at lower cost - this creates opportunity for HR strengths to excel as the backbone to any company. (Tyson. J. 2014).

2.

How in context is affecting the sustainability of the implementation of HRM growth?

Every organization must have to implement strategy at every angle and process Within the basis of the company. Every manager and superior within the company know, knowledge is power, and research, and analysis creates the opportunity for companies to thrive within their processes and objectives. The dramatic changes in HRM, over the decade's research, have further contributed to the development of a strategic view of HRM. (Tyson.S, 1987), In an example, calling for the replacement of two traditional personnel models, namely the personnel director would return the responsibility for people management, (appraisals, personal counseling), Back to the line managers and would concentrate on the range of the firms' human resource management system with its business strategies; (Bamberger et al, 2014). This is where the implementation of the elements, (Technology, work environment, availability of good talent, training, and development), To sustain effective management and decision-making for the best interest of the organization. How would this be strategically approached? Analyzation using effective models and processes like swot and pestle analysis, these two approaches help gain an understanding of sustainability, work effectiveness, and then success of the long-term objectives for the company.

Understanding where technology can be a strength for a company implementing training and development through software, Workforce systems organization for an organization control over the systems awareness statistics market and target customer and very importantly job satisfaction for the staff as they are a shareholder within the organization creating the reputation and the culture representing the culture and the representation of what the company produces and their service aligned with what they promote.

3.

Strategy for HRM - SWOT analysis approach

With a SWOT analysis, you are discovering the problems as well as workable solutions within the strengths of the company, what is working, and where this can be implemented into the weakness of the organization to turn around prosperity and term are long term goals.

Understanding the opportunities through the strengths and also the weaknesses that your company may have a weakness can also can be evolved can be allowed changed, Every lesson and success has started with a mistake, something to evolve on and innovate I order to meet the goal, Comprehending your threats this can also be discovered within the weakness aspect of the SWOT analysis, This can also be found in the environment location as well as the actual working environment within the organization customer services on product line all of these can be taken into perspective for your SWOT analysis. This gives a good perspective and plan of action through moving forward, productively, efficiently, and substantially as an organization for future prospects. A SWOT should not be seen as just a statistical analytical tool that only emphasizes on the output, but it is also useful as a dynamic part of the management and business development of the organization. (Pickton. D and Wright. S. 1998).

Strategy for HRM – PESTLE analysis approach

The second approach that can help towards strategic Human Resource Management is the PESTLE, the is analysis is more detailed to understand the environment of the company, understanding the legal and political policies and guidance for a company to continue to grow within a safety net figuratively speaking, having knowledge of your resources and ever-changing costs and advancements to the services across many companies, especially after COVID- 19, forcing change to all organizations globally, legally as well as service-related, social is important for the employees and customer alike for the fact that they are both are important stakeholders for any company and hold value as a collective and also individually, understanding their needs and wants contribute tremendously to overall efficiency and sustainability for the success of the organization.

4.

Economic Shifts – The 1970's ushered the events and behaviors of inflation, Sluggish capital investments with minimal gains in productivity, Demographic shifts – with existing workforces

aging changes in retirements laws, performance resources and the reality of these factors being meet in manageable process, recruitment with long-term requirements within employees, rising expectation and increasing professionalism, - Entitlement and regulation laws - a factor of a regulatory environment, affirmative action, health and safety, corporation billing and rights, and difficulties within the organizational management, pressure, and responsibility. (Tichy, N.M., 1981).

Performance and training.

Society having many advancements and drastic levels of innovation this has naturally took effect of the required skills needed for the workplace, this is implemented and pressured in thorough new laws and regulations, the massive impact of technology and the constant influx of new innovation within the technical and digital industry making skillsets of the fifties, sixties and seventies, not as productive for the modern HRM and general roles within the workplace. The importance of company training and performance management has become a principle for organization development and job satisfaction. The specific effects of training are in most cases not distinguishable from other HRM practices. There are, of course, exceptions. For instance, studies by Kalleberg and Moody (1994), Delaney and Huselid (1996), and Harel and Tzafrir (1999) suggest that training has a positive impact on perceived organizational performance while the study of d'Arcimoles (1997) indicates training is associated with effects on both productivity and profitability (for an overview of different HRM practices and their impact on performance, see Boselie, Paauwe, and Jansen, 2001). HRM research has mostly focused on capturing the effects of training, while less effort has been devoted to examining which factors influence the decision to train employees (determinants of training). (Hansson, B. 2007).

5.

Sustainability within HRM – How to maintain the agenda of sustainability?

When speaking of Sustainability, you must have long-term goals and objectives in mind understanding the reality of the decision making and processes in order to manage and sustain effectiveness, and efficiency for long-term success. A response to growing public awareness to the contribution of the importance of organizational sustainability in development, there has been an increase of sensitivity and awareness in ecological, social, and economic problems. The is growing demand and readiness for the world's largest organizations/companies to demonstrate their commitment to corporate sustainability, sustainability development as development that meets the need for the present without compromising the ability of future generations to meet their own needs. The particular definition given by the worlds commission on environment development, (WCED), the implementations of competitive advantages, recruitment skills specific potential employees, how resourceful that individual can be the company, how their skills can be an asset for the company, and productive for the future. Integrative view is view of the sustainability, measuring the costs, resources, environment location tangible and intangible, processes and commitment to the firms, and corporation, maintaining the social development within realistic approach, understanding working hours and costs, (Jabareen. Y, 2008).

6.

A reflection of learning HRM – How to maximize and sustain growing influence in HRM?

Throughout the learning process of Human Resource Management, understanding the skills and process require for transparency and skills and efficiency, putting the appropriate skills and attitude into the correct areas, recruiting and allocating the right person for the right job, taking in the specific requirements for the role that would be specification within the description when applied for, the interviewing process carefully indulging talents and mindsets to contribute to the progression of the company. Then having feedback and regular meetings throughout the whole

structure of the organization ranking management meeting going down to the general employees those who are from 5th people of the organization, performance analysis, training and development program realistic being done with effectiveness for the company and those participating, to grow within the organization. Education builds human capital, which in turn creates and promotes economic growth, the elimination of extreme poverty, decent work, and other inequalities diversity, inclusive behavior keeping communication whether it is problematic or productive, highlighting the issues in the workplace whether seen necessary or can productive for those within the environment to work and learn with a sense harmony and greater understanding of the culture the company wants to maintain. (Sachs, A.D. et al, 2019).

Trafford Social Club – This particular company, is a company in need of skilled HRM, they lack good communication clear definition of administrative duties, staff training, and overall performance understanding their resources and where they fall short and what strengths are to build more of an integral HRM department, to substantiate this the manager do a productive analysis within the organization to clear picture of what is needed to be improve all lack in their HRM that they currently have. Payroll is not an issue for this organization, as it seems to be the main aspect of HR being maintained, also, and health and Safety as it is a compulsory, legal requirement for this industry as a whole.

The recommendation would be for the manager to re-evaluate their staff and skills they offer to benefit the company, if not, a fresh recruitment and selection must implement quickly making sure the job advertisement was clear and define4d in what was required skills and personality wise with this job role.

Once there is clarity in what is requires of an individual the take on the role when you be able to efficiently, choose correctly for the role, from that become more integrity in the service representation and maintain of their marketed culture. The moral view of the stakeholder perspective (Greenwood, 2002) of HRM assumes that the care of the interest of various stakeholders may involve a tradeoff between the economic advantage of the shareholders and the interest of others. Furthermore, the ethics of care (Gilligan, 1982; Botes, 1998) in the HRM context refers to the ethical choices organizations face when seeking to maximize profit as well as reduce the harmful aspects of HRM practices on the stakeholders, such as employees, their families and communities, so as to maintain harmonious relations between the employer involved and the stakeholders.

Conclusion

This report has reflected and identified how important HRM is, how efficiently it works towards the best interest of a company's growth sustainability, giving perspective and measurement meet long-term goals and achieving them. Understanding the roles and needs of company being the backbone to every organization. Recruitment, administration, payroll, performance and training, understanding your stakeholders is vital to a truly successfully performing HRM.

8.

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