



DEVELOPING RELATIONSHIPS AND WORKPLACE ACHIEVEMENTS

Task:2



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Introduction

This report is about the Staticus Ltd Company in the UK which deals with construction works. The focus is on the Human Resource (HR) department whose main role is recruitment and selection of employees as well as their welfare. The report will highlight the academic qualifications that one needs for them to be employed at Staticus Ltd Company. Captured in the report is the process by which the HR undertakes as they recruit personnel to undertake different roles in the company. In addition, the various and most recent methods that the HR uses to train their staff to improve their performance will be evaluated. It is important to understand that most of the work in the company is based on honesty, trust, and teamwork. The flow of information from engineers and architects to the team designated for the actual construction works will be significantly addressed. Also, it is of great importance to determine the essence of effective communication as a way of attaining efficiency. Staticus has been one of the most active companies in the United Kingdom for the last eight years. The overview of the company will be discussed highlighting the social responsibility of the company especially towards the environment. Since employees form a major part of the stakeholders in the company, the report will delve largely on the purpose of career planning, assessing their knowledge, skills, and competencies, and a review of the performance assessment plan. The report will also analyse the techniques, methods, and the strategies that Staticus HR department employs. In addition, the training process, development and enhancement of individual skills, the pros and cons of taking time to invest in the employees will also be discussed.

Company's Overview

Staticus is among the largest façade engineering contractors located in Northern Europe. The company focuses on installation services specifically on providing designs and production. Staticus was established more than 20 years ago, and it runs as a private entity. During the 20 years of operation, the company has constructed some of the major and reputable buildings in the UK, the Baltic and the Scandinavian countries. The mission of the

company is to attain the levels of its partners in the smart building concepts where the environment is a key consideration. The way to achieve the mission is through passion, professionalism, and constant innovation. Having a workforce comprising more than 500 employees, the company has gained significant competitive advantage due to the lean approach to major operations and effectively and efficiently managed value chain leading to maximum quality control in projects implementation. On corporate social responsibility, the company's code of conduct has a clear and responsible business approach. Among critical issues captured in the social responsibility concept include building good relations with the society and employees, protecting the environment, and building the international operations. The company is determined to produce, design, and install sustainable and distinctive curtain walling. Staticus is committed to continually improve environmental performance while reducing the negative impact on planet earth. The company prioritizes people and in this case the employees thus putting their safety and their health first. Promoted in the work principles, rules, and the culture of the company is respect for competitors, partners, and even the employees. As a strategy to advance and widen its base, the company appreciated co-operation through partnership. On matters of innovation, Staticus employs the most recent and the best technology to carry out innovations and development processes aimed at creating value for customers.

Purpose of Career Planning

Career planning is essential for any company to progress and expand. It encourages employees to explore and gain more information which positions them to gain competencies, synthesize their abilities, make rational decisions, set clear goals, and even take the necessary action. It is one of the most important development roles of the human resource department as it helps employees in strategizing how to balance family life and career life. The major objectives in career planning include identifying the positive features from employees, respecting the views and opinions of all employees, and developing awareness about the uniqueness of each employee. The lack of labourers in the construction industry

and the general lack of interest by the youth can be attributed to poor career guidance among young people. Staticus UK has an elaborate career path program to ensure the workers are aware of their careers and advancement opportunities they should pursue (Chetana, 2017). Many workers also want to know how they can move up the management ladder with more experience gained and seniority. By the company having additional education opportunities and trainings, it helps the employees have better skills to achieve their career goals. Offering career planning and training will ensure the employees remain loyal and even recommend their friends to join Staticus UK. This can also be a luring tool during recruitment.

Employee Assessment

Knowledge

Staticus has ensured it assesses employees according to knowledge, skill, and competency, hence knowing whether the employee is beneficial to the firm. The knowledge of employees is first assessed during hiring, where the interviewers get to know how conversant the applicant is with construction terms, processes and equipment's. Due to shortages of labour in the industry, the company also allows employees who have little knowledge to non about the construction industry and processes, making it the company's initiative to educate these people workers and increase their knowledge. It is important to note that the most crucial areas where knowledge is accessed is in the submission of reports. How well an employee deliberate on a certain task depends on the knowledge they have concerning the matter. The knowledge of an employee is also displayed through the arguments they make during meetings and the contributions they make in an open forum. Managers and supervisors must therefore be always keen to listen to the employees whenever they attend meetings and are offered a chance to contribute or give suggestions on how to go about a particular matter.

Skills

The traditional way of assessing skills involve giving employees a test that would help identify their technical abilities. At the beginning of employee's contracts at Staticus, their skills are assessed by company professionals to establish whether their skills are up to the company's standards or they must undergo further training and strict supervision for quality work and maximum productivity (Johari, 2019). Likewise, the employees must undergo mandatory training and drills in case of any emergency or accidents; they will know how to react. Furthermore, soft skills are also an important part of the organisation's culture and are among the major factors that qualify applicants. In Staticus we believe that there should be harmony among workers for maximum effectiveness in work. Other ways of assessing the skills of the employees include preparing a self-assessment, getting feedback from the team members, and subjecting them to real situations. A combination of all these factors will give a true reflection of the employees' level of skills.

Competencies

In Staticus we aim to ensure all employees are competent in the work by developing structures such as further training and career development programs to help our employees become professionals in their respective fields (Gravina, 2021). The construction industry is a lucrative industry with the potential of transforming livelihoods and communities by changing the landscape. Supervisors and managers use various tools to assess the level of competency of the employees. One is based on performance metrics where an employee is gauged depending on previous year performance to see whether there is any progress. Another way is through setting measurable goals where employees sit together with the managers and set goals depending on the potential of the employee. At the end of the defined time, the manager will then evaluate the employee depending on whether they attained the goals or to what extent they reached if they did not meet the set target. While this method is effective in determining the competency of an employee, the manager must

be willing to listen and consider whether there were major obstacles that could have prevented an employee from attaining the goals. The last and the most common at Staticus involves direct supervision and continuous monitoring. These enables the managers and supervisors to determine the strengths and weaknesses of their employees as well as their attitudes and behaviour while at work.

Employee Career Plan Program

Career planning is the different strategies different individuals require to achieve their set career goals and specialise in a particular field. These processes include various activities such as self-improvement increase in skills, knowledge and expertise. Career planning ensures job safety and progress in terms of job description status and salary, leading to better living standards (Mohamed, 2017). Career planning also helps an individual attain peace of mind. The career plan program consists of five elements which are assessing the strengths of the individual employee, training and education planning, alignment of non-work aspects of your life, determining which field they view more prosperity and goal setting.

An individual employee's strengths and weaknesses need to be established to be guided towards achieving their set goals both in their career and life. For example, an employee who has a drinking problem can be guided by both colleagues through their soft skills. The individual might also be taken to a counsellor for counselling instead of being fired. The help might prove successful, and the employee continues with his career progression and might even become employee of the year. This is the type of culture at Staticus that helps each employee get better and develop their careers. Training and educating of employees are an integral part of the Staticus Company since the company has high standards set that need to be achieved. These set standards will only be accomplished by having staff that are well trained and educated on different construction processes. However, it is far from ideal to get such a group of workers therefore the company takes the initiative to train and educate its employees which consequently helps the employees build their careers by acquiring necessary skills and knowledge.

Employees also need to be taken through a career training program where they are taught how to identify opportunities, and assess themselves to know where they are best suited in terms of field in construction (Chetana, 2017). This decision is arrived by assessing the skill set and experience. A good career plan gives the workers peace of mind and a roadmap to their future. Workers having peace of mind work more effectively are not clumsy causing unnecessary losses and have a better attitude towards their job and colleagues. Self-leadership skills are important to drive one's life towards the set goals and personal development throughout the chosen career. Having leadership skills is an important skill set to have in life, especially during professional career growth and advancement. Self-leadership helps a person grow and advance their careers to the topmost levels that can be achieved, such as chief executive officers (Chetana, 2017). Work scheduling and work handling are an essential skill set that employees need to be trained on to plan work better by analysing what needs to be done first, what is more, essential and which work can be completed fastest, and which I should delegate or ask for help. Having gone through different coaching skills, I can mentor and coach younger people on some things and hope to develop this as I continue with my career. In terms of self-assessment, I can assess where I am in terms of education or career and set necessary goals as a target for measuring self-achievements.

Performance Assessment Plan

Developing and taking care of employees entails many aspects of the organisation including wellbeing of the employees, performance of the organisation and individual their health and safety (working environment), their hours of every shift and if they get enough rest to continuously maintain high standards the performance of the organisation needs to ensure safe working conditions, good wages and professionalism towards the employees. Well-being can be defined as the state of being healthy and with the right attitude and enthusiasm towards life. Healthy employee's display a lot of strength and passion towards their work hence are more productive compared to the frustrated and mistreated employees.

It is the responsibility of a company to protect their employees and provide safety mechanisms especially for those who work in risky environments. To put it in context, employees who operate in companies that release toxic gases and other elements to the atmosphere should be provided with protective gear to reduce their chances of contracting diseases. Data from the national statistics indicate that about 16 percent of the working population have certain elements of mental illness. The cause of this mental challenges is associated with fatigue, lack of enough sleep and irritability. The resulting effect is reduced productivity as one gets older. This is disadvantageous since the affected people are usually the most experienced and the ones that companies would be relying on for quality work. Other factors that greatly contribute to poor health for employees include underpayment, discrimination, various harassments, and even stigmatization. It is therefore upon companies and in this case Staticus to promote employees' well-being. A healthy team will always feel motivated to work hence are more innovative and creative in their operations. To attain high levels of employee satisfaction, Staticus offers health insurance for employees, the management is emphatic, and the concerns of employees are prioritized.

Conclusion

Staticus Ltd Company is a construction works industry based in the United Kingdom. The human resource department is integral in the recruitment and selection process for the employees who determine the success of the operations in the company. Career planning is essential as it encourages employees to explore and gain more information which positions them to gain competencies, synthesize their abilities, make rational decisions, set clear goals, and even take the necessary action. Staticus UK has an elaborate career path program to ensure the workers are aware of their careers and advancement opportunities they should pursue. To gauge and assess the competencies, skills, and knowledge of employees, Staticus uses various methods which include conducting assessment tests and determining certain performance metrics. Career planning is the different strategies different individuals require to achieve their set career goals and specialize in a particular field.

Career planning also helps an individual attain peace of mind. In the career plan, attaining and developing leadership skills is crucial as it helps promote the self-drive towards the goals and objectives of the company as well as inspiring others to work as a team.

Developing and taking care of employees entails many aspects of the organization including wellbeing of the employees, performance of the organization and individual as well as their health and safety. Workers need to be trained and their skills harnessed to create more professionals in the industry. To attract more workers and tackle the shortage of workers in the construction industry, related firms need to pay better wages. Employees also need to be taken through a career training program where they are taught how to identify opportunities and assess themselves to know where they are best suited in terms of a particular field in construction. Career development of employees is both beneficial to the individual employee and the organisation.

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