

Walmart's Problems

Problems

Unsatisfactory Wage (Kasperkevic, 2015)

Awful Labor Relation (Clark, 2007)

Neglect Employees' Health (Xie and Cooke, 2019) (Debter, 2020)

Lack Practical Training & Development Opportunities (Mourdoukoutas, 2016)

Gender Discrimination (Mann, 2020) & Racial Discrimination (Selmi, 2011)

**Low Employee Engagement
(Jiang, 2022)**

**High Staff Turnover
(Cascio, 2006)**

Recommendations for Walmart

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- Build more transparent communication channels
- Provide practical career development & training programs
- Incorporate advanced technologies like AI and VR
- Offer competitive benefits and rewards
- Conduct Regular Legal Audits and Reviews
- Foster positive labor relations
- Prioritize employee health and safety
- Respect different races and genders
- Create just and equal working environment

Legal

Technological

Wage

Labor relation

Cultural

Skills the Organisation Needs

1. Keep open in decision making and take employees' opinions into account.(Jiang and Luo, 2018)
2. Encourage cross-department cooperation and communication (Luckey, 2021)
3. Keep agile to technological progress and be adaptable to technological changes.
4. Be good at risk prediction and crisis management (Mikušová and Horváthová, 2019)
5. Have a good relationship with prestigious media and be good at public opinion management & control (Paradeise, 2017)
6. Possess open-minded mentality towards differ races and genders and encourage cultural diversity (Shen et al., 2009)

Functions of Human Resource Management



Skills HR Department Needs

1. Have strong communication skills and be able to articulate policies, changes and decisions clearly
2. Have a strong empathy ability and be sensitive to employees' need (Fuller et al., 2021)
3. Familiarity with Human Resources Information Systems (HRIS), and other specialized HR software. (Mehmet Ali Turkmenoglu and Berat Cicek, 2020)
4. Be proficient in data-analysis and Use data analytics to inform HR decisions, such as recruitment strategies and employee retention programs. (Reddy and Lakshmikeerthi, 2016)
5. Learn about the specific job responsibilities and then make effective remuneration system and incentive scheme (Baker, Jensen and Murphy, 1998)
6. Deeply understand labor laws & regulations and know about legislative changes and legal precedents

Action Plan

1. Decision-Making (Immediate - Ongoing):

- ① Now to 3 months: Implement regular meetings & set suggestion boxes.
- ② Ongoing: Analyze feedback and demonstrate its impact on decisions.

2. Cross-Departmental Cooperation (1-6 months)

- ① Month 1-2: Initiate cross-training programs.
- ② Month 3-4: Set up inter-departmental meetings and project
- ② Month 5-6: Review and establish long-term cooperative workflows.

3. Technological Agility (1-12 months):

- ① Month 1-3: Conduct a technology audit and training program
- ② Month 4-6: Provide training on new technologies.
- ③ Month 7-12: Implement a policy for continuous learning.

4. Risk Prediction and Crisis Management (1-9 months)

- ① Month 1-3: Develop a risk management plan.
- ② Month 4-6: Conduct crisis simulation exercises.
- ③ Month 7-9: Review and refine crisis response strategies.

5. Cultural Diversity (1-12 months):

- ① Month 1-3: Provide diversity and inclusion training.
- ② Month 4-6: Review hiring practices.
- ③ Month 7-12: Implement and monitor diversity initiatives.

6. Labor Law Expertise (1-12 months):

- ① Month 1-3: Attend legal workshops and seminars.
- ② Month 4-8: Update company policies to reflect legal changes.
- ③ Month 9-12: Establish legal review process for ongoing compliance.

7. Communication Skills (1-3 months):

- ① Now to 1 month: Begin communication workshops.
- ② Month 2-3: Apply new communication strategies in HR practices.

8. Job Role and Remuneration Knowledge (1-6 months):

- ① Month 1-2: Assess current remuneration packages.
- ② Month 3-4: Develop new remuneration systems
- ③ Month 5-6: Implement new remuneration schemes

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