



HUMAN RESOURCE MANAGEMENT (LCMBA 7000)

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Reward Practices and Employee Engagement as a Current Issue in HRM and IHRM

Introduction

International Human Resource Management (IHRM) which in decades have been well established have become a significant sector in the study management of different organizations worldwide which is more critical in smooth running of any organization. In modern days different organizations, plays a crucial role in the process which involves the internationalization and even the globalization of business which mainly obliges the firms to be more competitive in the worlds market. In maintaining competitiveness the business organizations must come up with more innovative techniques and also lead in developing in more great capacity which may result in the reaction when compared with their business. In this scenario, the selected leaders who are to lead in the firm management are required to endow the organization with indispensable and even much better capacities which are required in achieving the firm survival and which will enable them to differentiate themselves when they are competing with the business competitors.

In the modern world, internationalization tends to be the key for the business to survive in the stiff competition. Internationalization of the business organization mainly involves upgrading and enhancing better techniques of all the functional departments, in which the internalization of human resource management (IHRM) is considered to be more significant. In comparison with the international context, the firm managers are the one who is responsible for making sound decisions which will guide on what the human resource practices will be followed to make the firm more beneficial in all of its international business operations. When the organization is well

aware of the differences concerning the international and domestic human resource management will greatly guide the firm staff and managers in the establishment of better will help readers and managers to establish operational mechanisms to deal with country differences in terms of culture, industrial labor, and firm practices.

Understanding current issues in HRM and IHRM

When the firm knows better ways of managing and dealing in the most effective methods with the problems which are involved in IHRM which tends to be the base support of the company's success (Macey, 2008). The IHRM department is considered to be a complex department that is mainly approved by the modern literature in different perspectives which are three in total. The first one is the Comparative Human Resource Management which mainly explores all of the extents to which the HRM differs between countries. It is derived from case studies in comparison with industrial relations among different nations. The concern is about differences with the terms in labor markets which includes the age, size composition, and skills it also includes different trade unions, employment laws, and the educational systems (Macey, 2008). From this perspective concern with the IHRM helps in sustaining and proving that the industrial relations are different in different countries which rules that the workers must be treated fairly.

Cross-Cultural Management being the second factor deals with the differences between countries with attributes and values. Each country rules, beliefs, and values which makes it unique in which they are refracted in who different societies tend to operate with concerns within economy operations, and also how firms manage their employees. With the management of HR, it tends to be considered that when rewarding recruiting, or performance appraisal which tends to be affected by the new

values in the business host-countries. For instance, when there is a culture in the society which is more characterized by the high levels of masculinity which includes assertiveness and material possession which is more emphasized (Bloom, 2003). The HR tactics include the compensation or rewarding which are more affected by the values, which requires high order in motivates employees and even recruitment of new company employees. In this scenario, it is advantageous for firm managers to have a better understanding of cultural differences, thus it makes it possible to understand differences resulting from human behavior within the company in the international context.

The third one being International Human Resource Management (IHRM) is one of the perspectives which studies different ways used by MNCs in dealing and managing their employees as outline by the international contexts. Mainly it involves the study of how the organization's design and to develop their HR management systems in different nations which are spread worldwide. International organizations are responsible for managing employees who work in different institutional, cultural, and legal circumstances (Macey, 2008). Thus, the HR department has the urgency of developing more effective management which will be more cost-effective and strategic in a different point of view. The IHRM roles cover the whole management of workers who are located in different locations and mainly those who work at the international levels. The IHRM perspective heaps in dealing with different extents the MNC are supposed to standardize their HR practices and politics in all countries which the organization has opened branches which are operating.

Human resource management activities on management of Employees

Human resource management refers to activities in which the company uses efficiently and effectively manages employees (Shields, 2009). Some of these activities include, HR Planning in this it lays out the setting which purposely aims by creating a strategy in which the organization has well established to be used in specific time horizon, meaning that it will determine the needs of the availability of present and the and future staff whom will work for the farmgate activity is Job Position analysis in this it aims in knowing both job descriptions and what it involves and what is to be carried out.

The recruitment and selection of the company's staff to work are considered to be an internal and external process which are set up to find suitable individuals who are perfect for the jobs. Training and management of career in the company are considered to be another factor which aids cap company in increasing the company's human potential by helping in developing personnel's through training and opportunities which are considered to be the result of promotion and development available within the company (Bloom, 2003). The practice of rewarding employees in the cap company is to be introduced since it will beneficially improve the worker's morale with the job and will also help the company to increase employee engagement throughout the working progress. Efficient rewarding in the company will greatly help by practicing and attracting better performance which is driven by company professionals who can succeed and thrive in all performance which is based environments they are working in (Shields, 2009).

The engagement of managers and employees in a cap company tends to be considered and typically described being a strategy of encompassing the workers in

yielding high levels of involvement and work commitments within the company which refer to the discretionary efforts. All of the workers who are deeply engaged in Hanoi company tend to enjoy, value, enjoy, and also have pride in their work. In recent research in the company, it was discovered that the employees seem to be more willing in helping each other and also the organization succeeds to succeed in the business and additionally they play a crucial responsibility in investing more effort and commitments when performing jobs assigned to them (Macey, 2008). Sharing of meaningful information and collaboration with employees who remain within the organization than less engaged employees. Besides engagement of an employee with the related variables, which includes cooperation and work commitment in the company have been associated with the company's performance

Even if the primary focuses mainly on the engagement efforts which emphasizes mostly team-building practices, employee surveys, opinion, and nonfinancial rewards, the egalitarian payment structures are related to the employee's involvement cooperation, commitment, and satisfaction in which all are been used as proxies for engagement with the employee (Bloom, 2003). However, the process does not examine specific payment practices that are used by the professionals in the compensation or even any attempts which include the payment programs which are introduced by the company to specifically improve the engagement with the company employees.

Management and Literature consultants are responsible for recommending the employee's survey opinions which are considered to be an effective process of engaging employees and obtaining feedback from them (Macey, 2008). In comparison with other methods which involves engaging who are identified by the company above. Most organizations tend to periodically conduct surveys that attribute to an

employee. Only a few organizations can conduct employee opinion surveys consistently in multiple periods in a year which is approximated to be 6%, most of the companies tend to conduct surveys each year making up to 35% of worldwide companies and to some times only 24% of the companies can do the research. In recent research performed it was concluded that only 20% of participants who detailed that the organization they were working with did not consider using employee opinion surveys. Most of the participants who sum up to 60% concluded that their work employees' opinions concerning the surveys were even more effective during the generation of change and actions within the institution (Shields, 2009). While 15% of the participants said that the surveys were ineffective Shields. This finding gives clear indications that the management considers and uses employees' inputs when they are making business decisions.

The company rewards are given to the individuals who have the greatest power which may include personal or market power (Shields, 2009). In many organizations whom managers earn around eight-figure incomes, It becomes clear that the same individuals tend to be major shareholders in the company or they have higher status, connections, and the which the company need to operate efficiently. Where there is a scenario of resulting to threat in the resignation of company's top officials who are high-performing the company's executive members may lead to increase their rewards (Bloom, 2003). Development of the performance metrics which measures the extent to which the managers will be able to encourage the employee's engagement with their co-workers Rewarding the managers and the company's for them to develop more and significant strategies which will promote employee engagement in close association with peers and subordinates.

Defining employee engagement by including strategic plan

Using the pay packages in order of attracting leaders who are capable of demonstrating their abilities and skills in engaging employees. Thinking in terms of total rewarding without not only including financial rewards. Developing employee's engagement in the company forms a great resource that is mainly directed toward the working conditions. The nature and quality of the job and working life balance together with career job opportunities (Macey, 2008). With positive business results inside the company, there are higher levels of engagement which may result in internal savings and efficiencies. This arises the need and urges for managers in any organization to greatly persuade all of the managers in line of benefits for them to introduce employee rewarding practices.

Positive objectives and impacts of employee engagement

Making the company's business case by suitably involving employees. The engagement of an employee is not supposed to be mistaken for the satisfaction of the employee. The engagement focuses on the initiatives which don't include making employees happier but in results, it focuses on the development of conditions that encourage high and better levels of employee commitments and their willingness in investing their maximum work effort to achieve key objectives and set goals in the organization. The increasing emphasis within the management leaders who are concerned with employee engagement likely reflects the recognition which is growing as a result of the critical link established between strategy and people with extents in which human capital can provide in sustaining the different source resulted from competitive differentiation in the company. Many business organizations which play a crucial role in the management of employee's engagement successfully are able in

articulating on how high levels of employee motivation boosts the core aim which includes sustaining and fostering better customer relationships and enhancement of innovations and productivity.

Employee productivity is considered since when employees are more productive the company gets more than the outlet. Understanding the objectives of the business is done by active involvement with the, working hard on all work activities affairs of the organization, making more contributes better outcomes in the business. Given specific time durations employees may tend to stop in bringing enthusiasm to their dedicated workstations. These work monotonous are considered to be an unhealthy culture of work and may lead to minimum satisfaction of employees making them diminishing the passion they have for the work (Macey, 2008). Contributing to the culture of the company as I have alluded when one manages the rewarding process efficiently helps one to link individuals with the company values and goals. The advantage is that it enables wide-reaching of the customers, because of the strong company culture infiltrates identity and culture in different areas, mainly including productivity. Employee value proposition (EVP) refers to overall packages which as a business personnel one offers to their employees to enhance a good and better rewarding management process which greatly contributes to it (Shields, 2009). The EVP in the business is considered to be what one sets to be unique to compete more with the business rivals making it to become crucial since it tends to attract top personnel with talents in the business.

Improving the organization's performance and management system, since they have become more popular with the modern business management which refers to the is process involving management in performance (Macey, 2008). The purpose of this is to purposely grow and improve every employee's performance within the

organization. This makes it not only for the company to achieve the set goals but also it enables it to push the business in producing better performances. Increasingly, management rewarding is used in such that when one is being employed the systems are responsible for keeping engagement with the employees to grow. Reputation with concerns with the organization culture greatly different aspects of the company's business (Macey, 2008). The most significant feels include client influencing. Most of the bad employers find it in convincing clients to trust them. Management rewarding plays a crucial role in the engagement of employees since it contributes to a positive company reputation.

Conclusion

The human resource personnel tend to struggle in getting their best workforce. There may exist many job applicants but only a few who have the right combination of work ethic, experience, skills, and attitude to be the leading top performers in the organization. The main goals of managers in HR are to ultimately help the organization and also become the company's employer by choice and latter encourages the working staff to enhance employee engagement. The process of enhancing the engagement is a difficult task and it requires commitments and when it is achieved the can build a good reputation for the employers of choice. Vision and leadership are keystones in the organization as they are needed by the management team and all of the individuals in actively making the company's development efforts.

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