

University of Wales Trinity Saint David

MANAGING PEOPLE

LCBB5004

Assessment 1

Arla (milk) Food company

Student's Name: Desislava Yordanova

Student ID: 1912503

Module Lecturer's Name: Tanja Nathan

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Introduction

The significance of an HR professional helps in managing changes, resources and developing the culture of an association. Through HR professionals, development and training can provide essential elements that can cover values of reinforcement in terms of performance management and training for employees. The purpose of this study is to acknowledge the role of HR professionals within Arla (milk) Food Company in terms of performance management and growth.

Task 1

Evaluating the role of HR professionals in Arla (milk) Food Company

HR professionals play a crucial role in managing training, development and performance management that can lead to control reinforcing values within business culture effectively. Through effective recruitment and selection processes within an organisation, employees can make their choices and perform tasks accordingly. Through the assistance of effective HR professionals, Arla (milk) Food Company can take proper actions in terms of data driven climate, daily products and farming activities properly. It would bring stability and opportunities for solving any kind of challenges without any issues. Service providers of Arla (milk) Food Company can distribute all types of food and protein products according to the expectations of consumers. The aim of HR professionals in this company is to create a flexible future for service providers and grow their business functions according to expectations without any issues. The main focus of these professionals is to control high performance, professional development and market shapes according to expectations (Arla, 2018).

The HR professionals in Arla (milk) Food Company can also follow a structured way of controlling recruitment processes with the help of several processes. It includes application & CV, Screening, Interview & Assessment and Onboarding (Arla, 2018). Through this recruitment process, HR professionals of Arla (milk) Food Company can easily improve their selection activities and recruit skilled employees for their business. As influenced by Armstrong and Taylor (2020), it can help in managing performance

capacity that can also mitigate all business ethics for this association by managing rights and opportunities for this business. The recruitment processes are mainly talent based through which employees can showcase their talents and join this company to maintain professional development. The HR professionals of Arla (milk) Food Company can provide support with training and development. Therefore, employees can easily develop their knowledge creation processes and maintain the balance in production and development structure. It would also control the business operations and recruitment processes that can decline complications in business communications.

Apart from these, the HR professionals of Arla (milk) Food Company can also analyse current situations and make proper decisions to handle the situation and develop their existing performance structure. It would bring innovation for employees that they can operate their tasks and improve their existing business activities without any challenges. According to Torrington *et al.* (2020), through this opportunity, employees can share their ideas and maintain validation processes in recruitment activities that can also control the structure of business opportunities in terms of selection and recruitment. This procedure can bring advantages in HR operations through which new employees can easily handle knowledge creation and creative ideas without any issues. Through this structure in the recruitment process, employees can easily control the structure of performance management without any challenges. It would also develop resource management operations that can improve selection and recruitment processes within Arla (milk) Food Company.

Task 2

Explaining organisational activities in terms of resourcing operations that include planning, recruitment and selection

Resourcing is one of the crucial and effective operations within Human Resource Management for an organisation that can develop a structured sequence within an organisation. Through the assistance of resource management processes, the HRM of an organisation can analyse all types of events that can give flexible outcomes according to expectation.

Planning

The business model of Arla (milk) Food Company plays an effective role in managing promotion in sustainable development and good citizenship. Through this model, employees and higher authorities can easily control the planning in HR processes and performance development activities. It can guide employees to make suitable changes in operating business tasks in a collaborative manner to run a resource-efficient and transparent business. It can help suppliers to provide food and protein products to consumers without any challenges. The HR professionals mainly handle the safety standards of resource-efficient services that can control transformation, production and administration activities (Arlafoodsingredients, 2018). It would give the opportunity to manage safety and create a healthy workplace by avoiding complications. Through innovation and value creation, HR professionals can incorporate growth opportunities and improve cooperative tasks by developing transparent democratic and well-functioning operations within Arla (milk) Food Company. It can lead to success for this business by engaging One milk pool resource that can enable in fulfilling the demands of customer expectations.

Recruitment

The recruitment process for a business gives reliable opportunities that can control three business functions that include opportunities, global and collaborative. Through these functions, HR management can perform business tasks and recruitment processes by providing necessary support to enable opportunities for HR managers. It can guide them to operate their tasks and control complex business environments by utilising existing collaboration and interconnections within stakeholder engagement processes. According to Marchington *et al.* (2016), it would bring structured changes in supply chain operation that can easily control the business segmentation and execute talent acquisition operations. In this way, quality and structure in recruitment processes can be developed that can be the result of managing professional development within Arla (milk) food company. It can also bring career opportunities that can handle performance management and also control the structure of professional development.

In this way, recruitment and selection activities can bring a structured environment for this company without any challenges and develop professionalism within this business.

Selection

The selection process helps in understanding the skills and abilities of individuals that can control the employee engagement processes for Arla (milk) Food Company. The HR management of Arla (milk) Food Company has decided to follow a talent acquisition process to recruit skilled and experienced employees (Arlafoodsingredients, 2018). It can help this business to develop its existing operational activities and control all types of events that can lead to success. Through this selection process, new employees can present their talents and improve performance management activities. It would bring stability and control all types of events without any challenges.

Identifying HR functions in Arla (milk) Food Company

Human resource functions provide opportunities to control the balance in colleague engagement and cooperative works within an organisation. Through HR functions, new employees can take part in transforming business segmentations and execute talent programs effectively. Through the assistance of HR functions, Arla (milk) Food Company can easily execute decision making processes and handle talent acquisition processes. HR functions of this company can also strengthen the global perspectives of business and incorporate talent programmes to develop production management processes. Through recruitment policy and safety in work, new employees can understand specifications and advance the work using change management processes (Arla, 2018). It would also bring stability within business operations that can develop cooperating with unions that can also decline issues related to competitiveness and improvement. In this way, safety and well-being of employees can secure investment benefits through HR functions without any challenges. It would also control the structure of performance that can improve the processing structure with new transformed training approaches.

Apart from these, safety in colleagues and training operations can help employees to develop their knowledge creation and creative ideas without any issues. Through this

procedure, principles of global functions can minimise issues related to performance that can be decreased that can lead to success for business operations. The HR management of Arla (milk) Food Company can also incorporate logistics operations that can promote the security measurement operation by handling leadership, communication and decision making processes. It would bring stability and also control the structured sequences that would give proper structure in controlling behavioural observations. As followed by Taylor (2018), it would also improve performance capacity and also arrange redundancies within performance changes without any issues. It would also control the same level of training and employees can easily arrange operational standards in global operations without any challenges. It would also control the structure of people management, change programmes and leadership development. In this way, supply chain and employability skills can bring structured advantages for the Arla (milk) food company by delivering quality products and services.

The HR management of Arla (milk) Food Company has decided to incorporate changes within business operations by creating a similar training method for new employees. Sometimes, new employees have failed to execute their tasks in a sequenced manner due to a lack of experience and knowledge. For this reason, the HR management of Arla (milk) Food Company can provide structured training and handle all types of continuity services to control the performance of this business. As proposed by Pilbeam and Corbridge (2010), it would help in achieving all requirements and specifications that can lead to success for this business and production processes can be developed without any issues. In this way, structured sequences in HR management can help in creating a successful plan by embedding behaviours in safety programmes. It would allow this business to perform international operations and avoid complications in employability and competencies in terms of development.

[Discussing the evolve criteria in HR operations within Arla \(milk\) food company](#)

Development in HR operations helps in developing recruitment and selection processes for an organisation by engaging skilled and experienced employees. Through change management processes in HR operation, the higher management of Arla (milk) Food Company can follow four main factors. It includes a higher performance collaborative

culture, committed to professional development, the market leader for shaping an industry and a clear purpose for good in the world (Arla, 2018). Through these factors, the HR management of Arla (milk) Food Company can incorporate innovative ideas and bring career opportunities with the help of HR business partner, Talent acquisition consultant and HR coordinator. These factors can also bring stability in the recruitment system that can facilitate HR processes through advancement in recruitment activities and production management. As inspired by Taylor and Woodhams (2016), it would bring current transformation programmes that can help in executing support functions and introduce corporate operations. In this way, reflective responses can improve productive sequences and control all recruitment policies that include colleague engagement surveys, the safety of colleagues, talent programmes and collaborative work. It can lead to success for businesses by managing competitive nature and also bring stability in performance management operations.

On the other hand, HR operations can also bring structured changes in recruitment activities that can improve global functions for the Arla (milk) food company. As followed by Jøranli (2018), it can guide employees to understand their responsibilities so that they can give their effective performance to achieve the goals and requirements of this business. Through this selection committee, the HR management of this company can maintain talent acquisition to execute changes and improve performance structure effectively. Through this procedure, the Arla (milk) food company can easily maintain growth opportunities and improve their business operations management without any issues.

Conclusion

From this study, it has been identified that HR management in the Arla (milk) food company played a crucial role in introducing a new recruitment process by engaging in a talent acquisition programme. It can help HR management to select skilled and experienced employees to control business operations without any challenges. Through the assistance of new programs and structures in recruitment and selection, employees can recognise their abilities and make decisions to control the change management and

colleague engagement operations. It would decline complications in safety in colleague management operations that can lead to success for this business.

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