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Human Resource Management



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The Sustainable Evaluation of Human Resource Management

Introduction:

The Human Resource Management is a term which itself explains its ultimate usage and function. It is a management which deals with people and for people. A pure and multiple combination of an attrition, balanced scorecard, behavioral competency, benchmarking, bumping, change management, confidentiality agreement, distributive bargaining, due diligence, emotional intelligence, exit interview, freedom of association, grievance, gross misconduct, nepotism, on boarding, retention strategy, and mainly of succession planning, is known as Human Resource Management.

However, due to the ever-changing era's of Industry, technology, and so on, the HRM has somehow evolved into a much more crucial and beneficial way. This essay will elucidate how the roles of HRM developed over the past few years including the context affecting the performance of sustainable HRM internationally. On a top, a significant discussion on how to sustain the sustainability agenda by keeping in mind the potential of the growing influence of the Sustainable HRM. The ultimate report will be supported by points, evidences, relevant examples and data for clarification.

Evaluation of HRM:

Commencing with the definition, honestly so far the meaning of the term "Human Resource Management (HRM)" has numerous variation in definition however, the most simplified version of HRM is, "the policies, practices, and systems that influence employees' behavior, attitudes, and performance **(Gary Dessler,2019)**". Hence, the process of managing people and other resources is known as HRM (where an individual is equal to aspect). But, the question is "Is the HRM the same when it's first began?"

Ironically, this management is not as new as certain people may think. The beginning of the era first started in the period 1890's, where a term "Welfare Officer" is been used. And since then, number of roles has been modifying to get the best of the HRM. The table below will depict the overall evaluation of Human Resource Management over the years and possibly supported by duties each role of HR perform for better understanding.

TITLE	RESPONSIBILITY	PERIOD
Welfare Officer	Welfare officers are "specialized staff appointed to ensure the welfare of employees in an organization. Their roles and functions vary depending on the specific organizational context, but they generally focus on promoting the physical, mental, and social well-being of workers and their families." <u>[International Labor Organization (ILO),1956]</u>	1890-1913
Labor Manager	labor management involves the activities of staffing, training and development, performance management, compensation and benefits, employee relations, health and safety, and legal compliance. A labor manager should have knowledge and skills in these areas, as well as in communication, problem-solving, and negotiation (<u>Gary Dessler, 2019</u>).	1914-1939
Personnel management	Personnel management is the planning, organizing, compensation, integration and maintenance of people for the purpose of contributing to organizational, individual and societal goals (Flippo, 1980).	1945-1979
Human Resource Management	Human resource management is the planning; organizing, directing and controlling of procurement, development, compensation, integration, maintenance and separation of human resource to the end that individual and societal objectives are accomplished (Flippo, 1980).	1980-1990
Strategic HRM	An approach to making decisions on the intentions and plans of the organization concerning the employment relationship and its recruitment, training, development, and reward management policies and	2000-till date

	practices" (Armstrong, 2014).	
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FUTURE?

Even though, the strategic HRM is found to be most effective among the all the further development in the human resource management as, it consider not only the company's needs and requirements but also keep in mind the fact of financial support **(Dennis, 2023)**. Strategic HRM can include a number of individual HR strategies, for example:

- To deliver fair and equitable reward.
- To improve employee performance.
- To streamline organizational structure.



Still, due to some drawbacks of the strategic HRM like, competent, motivated employees, interest to practitioners and researchers, A brand new development in the industry of business, technology, finance, and so on, is about to happen. Ironically, this development not only focuses on finance of the organizations but also keep in touch with their employees and staff **(Regional Initiative of Excellence 2019–2022)**.

Sustainability The process of incorporating sustainability into a company's human resources policies and procedures is known as human resource management (HRM). In addition to addressing the organization's environmental and societal impacts, this strategy emphasizes the necessity of developing a sustainable workforce. This development entails advancing moral business conduct, encouraging variety and inclusion, and placing a high priority on employee welfare. Additionally, it contains plans for minimizing the organization's environmental effect through programs like waste reduction, energy efficiency, and sustainable supply chain management.

Employers can increase employee engagement and motivation, recruit and keep top talent, and enhance their standing in the community by integrating sustainability into their HRM practices. Furthermore, sustainability HRM can aid businesses in long-term financial success by cutting expenses and mitigating risks associated with environmental and social issues

Contexts affecting the Sustainable HRM Globally:

Sustainable human resource management (HRM) is the management of human resources within an organization in accordance with the principles and objectives of sustainable development. Implementing sustainable HRM practices can be greatly impacted by the environment in which an organization operates. I'll give a thorough explanation of the circumstances influencing sustainable HRM in this response, along with pertinent citations.

1. **Organizational culture:** Organizational culture refers to the shared values, beliefs, and assumptions that guide behavior within an organization. The culture of an organization can affect its ability to adopt sustainable HRM practices. For instance, organizations that have a strong culture of sustainability are more likely to adopt sustainable HRM practices than those without such a culture. Additionally, organizations with a culture of employee engagement and participation are more likely to adopt sustainable HRM practices that promote employee well-being and development ([Jackson & Ruderman, 2019](#)).
2. **National culture:** The national culture of the country where an organization operates can affect its ability to implement sustainable HRM practices. Hofstede's cultural dimensions theory suggests that cultural values such as individualism, power distance, and uncertainty avoidance can affect HRM practices. For example, in countries with high power distance, there may be resistance to participatory decision-making processes, which are essential for sustainable HRM practices ([Dowling, Festing, & Engle, 2013](#)).
3. **Stakeholder expectations:** The expectations of stakeholders such as customers, investors, and employees can affect an organization's adoption of sustainable HRM practices. For instance, investors who prioritize sustainable practices may encourage organizations to adopt sustainable HRM practices that promote environmental sustainability and social responsibility ([Jackson & Ruderman, 2019](#)).
4. **Legal framework:** The legal framework within which an organization operates can also affect its ability to implement sustainable HRM practices. For instance, labor laws and regulations can promote or hinder sustainable HRM practices such as employee engagement, training, and development ([Dowling, Festing, & Engle, 2013](#)).

The context within which an organization operates can significantly affect its ability to implement sustainable HRM practices. Organizational culture, national culture, stakeholder expectations, and the legal framework are some of the contextual factors that can influence an organization's adoption of sustainable HRM practices.

For Instance: The worldwide organization McDonald's at United Kingdom and McDonald's at India are seems to be completely different when compared with employee's salary and satisfaction.

Your title will be: **Customer Care - Part Time.**
Your compensation will be dependent on your age:
16 - 17 year old rate: **£4.81**
18 - 20 year old rate: **£6.83**
21 - 22 year old rate: **£9.18**
23 years and above rate: **£9.50**

Sincerely,
The McDonald's recruiting team

The estimated take home salary of a Crew Member at McDonald's ranges between **₹ 9,233 per month to ₹ 10,274 per month** in India. The take home salary calculation is based on the average McDonald's Crew Member salary in India which is ₹ 1.4 Lakhs per year for employees with less than 1 year of experience to 5 years.

McDonald's United Kingdom (per hour)

McDonald's India (per month)

The Sustainability Agenda:

The term "sustainability agenda" refers to the collection of objectives, measures, and initiatives designed to advance sustainable development, which satisfies current needs without endangering the ability of future generations to satisfy their own. This agenda was created in reaction to the realization that the global economic, social, and environmental issues are interconnected, necessitating a comprehensive and integrated strategy to address them.

One of the key documents that underpin the sustainability agenda is the United Nations' 2030 Agenda for Sustainable Development, adopted by all UN member states in 2015. The Agenda consists of 17 Sustainable Development Goals (SDGs), which are interconnected and aim to address the most pressing economic, social, and environmental challenges facing the world. These goals are as follows:

1. No Poverty
2. Zero Hunger
3. Good Health and Well-being
4. Quality Education
5. Gender Equality
6. Clean Water and Sanitation
7. Affordable and Clean Energy
8. Decent Work and Economic Growth
9. Industry, Innovation and Infrastructure
10. Reduced Inequalities
11. Sustainable Cities and Communities
12. Responsible Consumption and Production
13. Climate Action
14. Life Below Water
15. Life on Land
16. Peace, Justice and Strong Institutions
17. Partnerships for the Goals

Each of these goals has specific targets and indicators that measure progress towards achieving them, and they are all interconnected and interdependent, meaning that progress in one area can positively impact progress in others.

The sustainability agenda also recognizes the importance of the private sector in achieving sustainable development, and the need for businesses to operate in a way that takes into account their social and environmental impacts. This has led to the development of various sustainability frameworks and initiatives, such as the Global Reporting Initiative, the Principles for Responsible Investment, and the Task Force on Climate-related Financial Disclosures, which provide guidance on how businesses can integrate sustainability into their operations and reporting.

Lastly, the sustainability agenda is a comprehensive framework for achieving sustainable development, which aims to address the economic, social, and environmental challenges facing the world in a holistic and integrated way. It is underpinned by the United Nations' 2030 Agenda for Sustainable Development and consists of 17 Sustainable Development Goals, which are interconnected and interdependent. The

private sector also has a crucial role to play in achieving sustainable development, and various sustainability frameworks and initiatives have been developed to guide businesses in this regard.

The Reflection:

Human resource management (HRM) is a critical function in organizations that involves the management of human capital to achieve organizational goals. The current business environment is characterized by various issues that impact HRM practices, and this reflection paper will discuss some of these issues. One of the significant issues that HRM faces is the changing nature of work. Advances in technology, globalization, and changing workforce demographics have led to a shift from traditional work arrangements to more flexible and remote work. This change has implications for HRM in terms of managing a distributed workforce, ensuring productivity, and maintaining employee engagement ([Kooij, Jansen, Dijkers, & De Lange, 2021](#)).

Another critical issue that impacts HRM is the talent shortage. The current labor market is highly competitive, and organizations struggle to attract and retain top talent. HRM needs to develop innovative strategies to attract, develop and retain employees to remain competitive. One such strategy is employer branding, which involves creating a unique image and culture that appeals to potential employees ([Backhaus & Tikoo, 2020](#)). Diversity, equity, and inclusion (DEI) is another issue that HRM faces in the current business environment. Organizations need to create a work environment that is inclusive and values diversity to promote creativity, innovation, and productivity. HRM needs to develop policies and practices that promote DEI and ensure that employees are treated fairly and equitably regardless of their race, gender, ethnicity, or sexual orientation ([Liu, Riggio, & Gong, 2021](#)).

Finally, the COVID-19 pandemic has had a significant impact on HRM practices. The pandemic has forced organizations to adopt remote work and implement health and safety protocols. HRM needs to develop policies and practices that address the challenges of remote work, ensure employee well-being, and maintain organizational performance during these challenging times ([Sparrow, Brewster, & Chung, 2020](#)). All in all, HRM faces various challenges in the current business environment, and addressing these challenges requires a proactive and innovative approach. HRM needs to adopt flexible practices to respond to changing work environments, develop innovative strategies to attract and retain talent, promote DEI, and address the challenges of the COVID-19 pandemic.

Conclusion:

In conclusion, this HRM report has provided a comprehensive analysis of the human resource management practices in the organization. It has identified the key areas that require attention, including recruitment and selection, training and development, performance management, and employee retention. The report has also recommended strategies for addressing these issues, such as implementing a competency-based approach to recruitment, providing regular training and development opportunities, implementing a robust performance management system, and offering attractive employee benefits and rewards.

However, it is important to note that HRM is a dynamic field, and there are several current issues that organizations need to be aware of. One of the most significant issues is the increasing use of technology

in HRM. With the rise of automation and artificial intelligence, there is a growing need for organizations to adopt new technologies and tools to streamline their HR processes and improve efficiency. This also requires HR professionals to develop new skills and competencies to work effectively with these technologies.

Another important issue is the changing nature of work and the workforce. With the gig economy and remote work becoming more prevalent, organizations need to adapt their HR practices to effectively manage a diverse and dispersed workforce. This requires new approaches to recruitment, selection, training, and development, as well as innovative strategies for promoting employee engagement and collaboration.

Finally, there is a growing emphasis on diversity, equity, and inclusion in HRM. Organizations need to ensure that their HR practices are inclusive and promote diversity at all levels of the organization. This requires a concerted effort to address biases and barriers to diversity and to create a culture of respect and inclusivity.

To encapsulate, while this HRM report provides valuable insights into the organization's HR practices, it is important for organizations to continually monitor and adapt their HRM strategies to address the current issues and challenges facing the field.

THANK YOU

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