

Assignment 1

MANAGING PEOPLE

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INTRODUCTION

People management refers to the activity of human resources management in which act of organising workers and development of workforce involves. It consists of process of hiring, recruiting and providing training to the candidates for the-organisation (Sutherland, 2017).

The present report will examine the organisational objective related to human resource function such as planning, recruiting and selection. The report is in context of the organisation Mark and Spencer's. Furthermore, the study will highlight the evolution in an organisation by analysis of related factor of covid19.

MAIN BODY

Marks & Spencer

It is the largest British multinational retail organisation which is leading the market since 1884 founded by the personality Michael Marks and Thomas Spencer. The organisation serves international market with headquarters which is located in London, England, UK. The organisation deliver specialised

commodity and services of merchandising clothing, household and food commodity (Onyoin, 2020). The human resources department of the organisation play major role in selecting and recruiting the right candidate as well as responsible for proper function of management. Basically the human resources managers programme the action, coordinate and direct the members of the organisation in a right path. The certain objectives of the organisation with in the resources activities for which the human resources purpose is accountable for. The objectives of companies are mention below:

HR planning: the organisations HR develop plans to acquire the place in the international market. The main objective of planning is to deliver the right information to the people who are working within the organisation. The HR planning is essential in order to determine the benefits of the company (Muscalu, 2015). The organisation plan for proper utilisation of workforces of the company. The organization form plans of action for the development of economic with the selection of right candidates. In organisation planning the manger identify the strength and weakness of individual by analysed performance of individuals. The objective of planning is to higher the qualitative candidate and fire unproductive candidates for the quality production of the organization. The human resources function is responsible for delivering the right opportunity to the right candidates in order to satisfy the employees along with the consumers. As it is dynamic process the organization plan to change the recruitment process and selection process according to the trend. The planning gives assistance to the organisation in acquire or achieving the goals of the company. The department work on the quality as well as quantitative function (Inuaesiet, Okon and Akpan, 2021). The organisation identifies the workforce gaps. The hr manger provides training to the employees in order to deliver quality services to the buyer which assists in building reputation in the marketplace. The human resources planning identifies the needs of human resources.

Recruitment: it is the process of providing job opportunity to the people who willing to work for the organisation in Exchange of the money. Fort the implementation of recruiting the potential candidate the organisation develop the objectives of recruitment procedure. The objective of the organisation is for the time period such as long term and short term (Hitt, et.al 2017). The aim is to find the right candidate who can give actual required performances for allotted job roles. The manager of the mark and Spencer is examined the capable candidate for the success of brand. With the identification of recruitment need the organisation aim to reduce the cost price required in the recruitment process. The objectives of institution are to determine the right source for the recruitment process in order to save the time. The process of recruitment is to ensure the candidate to obtain the opportunity and securities. The most important objective of the organisation to face the forthcoming

challenges in effective and efficient manner to order surviving in the market (Carbery, and Cross, 2018.).

Selection: it is concern with the process of screening the employees before hiring them. Examining and short listing the candidates involves in the process of selection of candidates. The organisation refines the applicants as per the job requirement of the organisation (Gilani, and Cunningham, 2017). There are various objectives of selection process which are mentioned. The objectives of selection are quite similar to the recruitment. The organisation utilised the process with the motive of improving the quality of hired candidates. It is very essential to examine the candidates that individual adjusts or not in particular work. For the selection process the organisation utilised right technology as sources. The aim of the organisation to engage the employees with all the responsibilities and qualification. The motive of the manger is to acquire the best candidate to fulfil the demand of market as well as candidates. It is concern with the talent management in which the leader aims-to deliver quality service to employees by keep tracking the activities of the individuals (Fahed-Sreih, 2018). The aim of the compass is to improve the company's brand value I the marketplace. Along with the select the perfect candidate who can acquire or maintain the culture of the firm.

Evolution of organisation

The human resources department of the organisation is evaluating as per the time period. The covid19 affect the business and people of country brutishly. Therefore, it is very important to implement or evolve new plans of actions for the benefits of the organisation. The planning, recruiting and selecting procedure is evolving rapidly as the scale of job market is increasing. The taste and preferences of the candidates are changing so organisation is hiring or recruiting new candidate along with providing training to the existing candidates. The organisation open up the opportunity of candidates who have relevant skills and knowledge with the assistance of social platform. The organisation is becoming more dependent on digital platforms by excessing jobs portals. In order to increase the customer satisfaction, the organisation choose the right candidate by tracking the new applicants on social platforms. Before the organisation conduct the interviews for the people who is interested in job roles but didn't fit because of lack of skills. It consumes lots of time as well as money in requirement process (Brewster, 2017).

In order to keep this in mind the organisation started utilising of applicants tracking system to keep track on the people. In the modern era as people depending on social media or digital trends the organisation introduce the recruiting online job process. Previously the organisation promote the vacancy through the newspaper, newsletter, radio, television etc. but now the company post the pictures and videos related to vacancy on social media. The organisation analysed the document online ashore-listed on the bases of

document. In order to deliver the best productivity to the Mark and Spencer conduct online assessment test of candidate. The manager of the organisation conducts the interviews on the regular bases. The shortlisted candidate is invited for the multiple assignment in context to examine whether the candidates are capable of performing or not. Previously the manager of the firm determines the employees core values by determining their behaviour and personality test. But nowadays the leader conduct test for the interviewed which is psychometric assessment in a process of hiring as the human resources management plan to improve the culture within the firm (Born, and Scholar iOS, 2017).

Due to covid19 the organisation hire those candidates only whop is fully vaccinated and can maintain the precaution of pandemic criteria. These precautions are very necessary nowadays as people become more health conscious than before due to spread of virus. The human resources department form a norm of video and virtual interviews in order to follow the safety measures of pandemic. It is efficient and effective process for both interviewer and interviewee as they are not supposed to move one place to another. Nowadays the competition become vast after panda mic as everyone eager to cover the lock-down loss so the organisation select those candidates who are experienced or interns (Bhende, and Reddy, 2019). After post pandemic the organisation asked the consultant or consulting administration for providing the right candidate for right job roles. The human resources department started focusing on the candidate who has ethical values for maintaining the culture of the organisation.

CONCLUSION

From the above report it will be concluded that the human resources department play vital role in organisation. The human resources department main function is to hire the right people for the right position within the organisation. The process of human resources management give assistance in managing the function in a perfect manner and scaling up the growth of the company (Azeez, 2017). The organisation Marks and Spencer's-modify the planning, recruiting and selecting process as per changes in the country due to lock-down impose by the government to restrict the spread of coronavirus.

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