



HR PLANNING RECRUITMENT SELECTION & HR STRATEGY

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Unit: Managing People

BA in Business and Management

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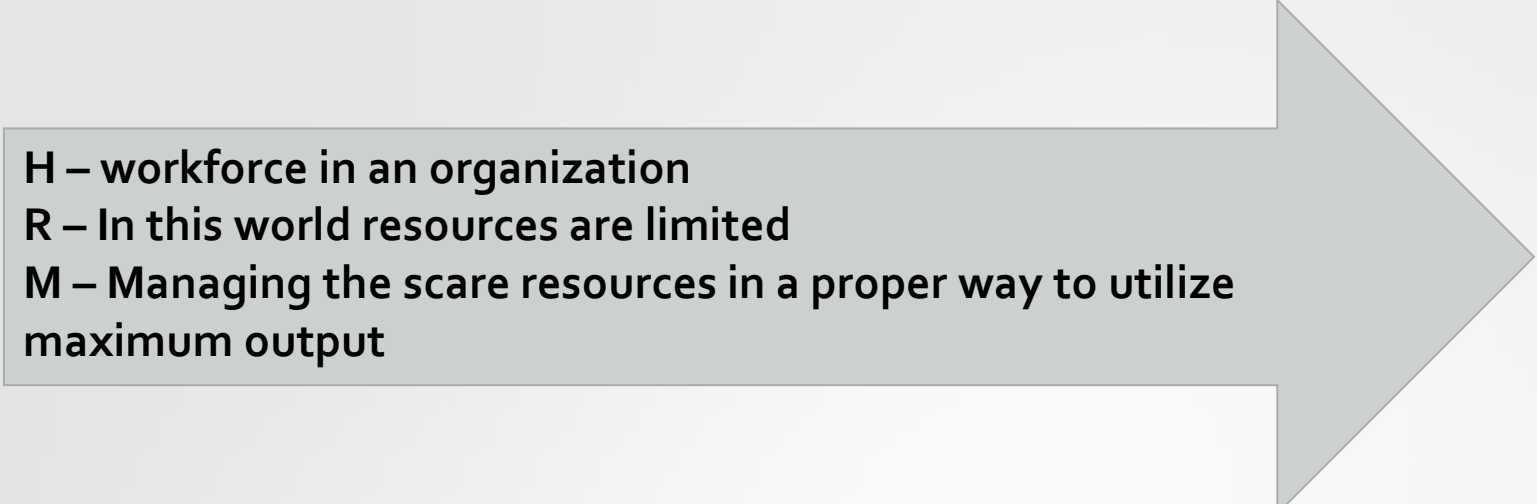
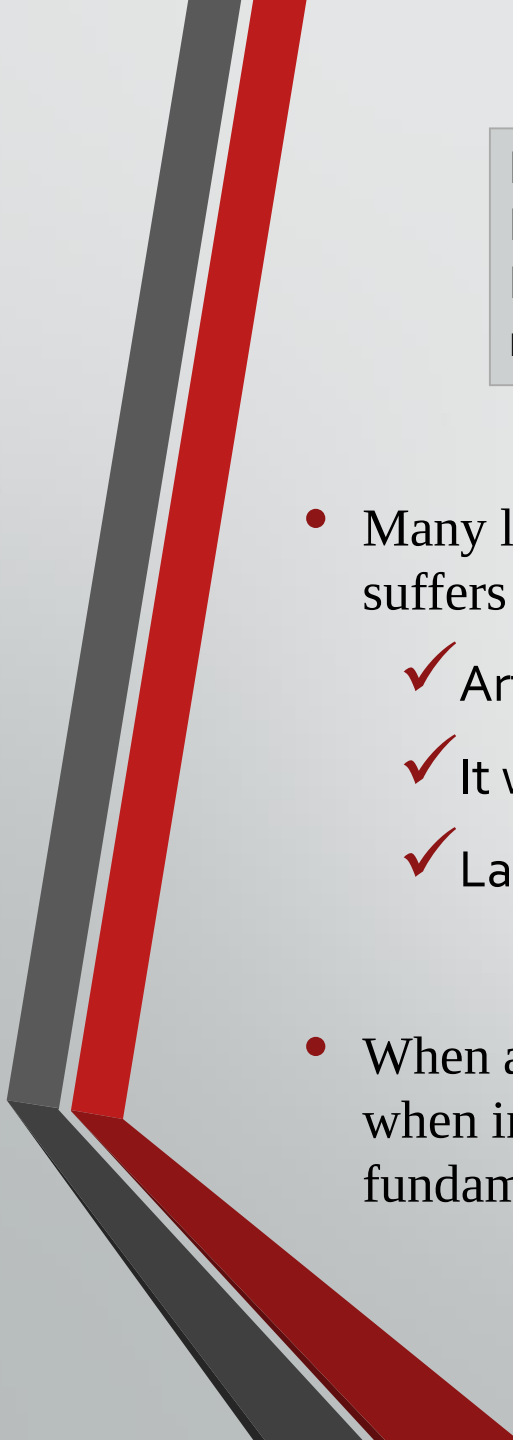
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Introduction

- Human resource is considered as the most valuable asset for an organization.
- Human resource management is the department which manage and procure the workforce in a structured manner.
- It could be a large department or a single person
- Most important roles of HRM are recruitment and selection
- This report consist with some examples of Google and Walmart as supporting agents.

Human Resource Management

- HRM focuses on recruiting, selecting and managing human resource in an organization
- Human resource is the most difficult department to be managed comparing to others
- A proper management will be able to utilize maximum output from a workforce
- By building good relationship with employees, makes them to be committed on their work and organization. (Farnham, 1999)



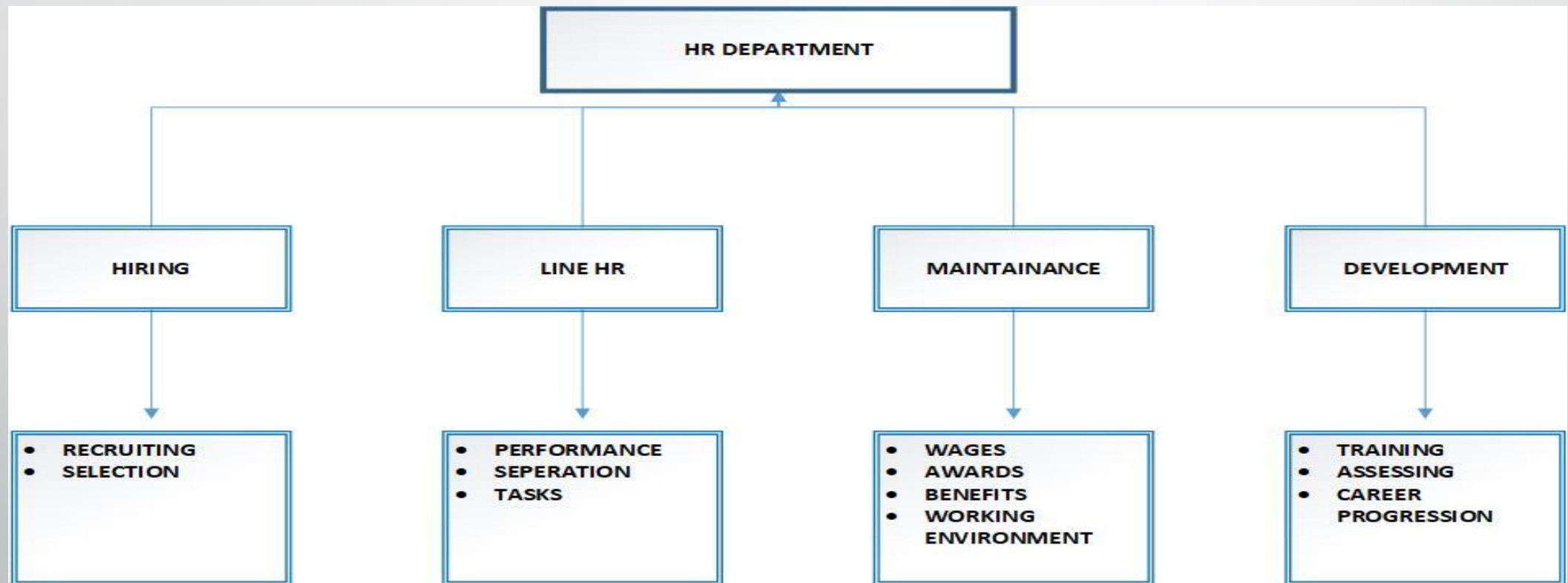
H – workforce in an organization
R – In this world resources are limited
M – Managing the scare resources in a proper way to utilize maximum output

- Many leading organizations have replaced their human resource by machineries, but still economy suffers in getting employees. **Why?**
 - ✓ Artificial intelligence cannot be matched with human mind
 - ✓ It won't be able to get continued progress
 - ✓ Lack in judgement skills
- When a small firm develops, a company gets developed, leads for the development of the industry, when industry develops whole nation uplifted, for this whole process human mind is the fundamental resource (Kennedy. F 35th President of USA)

HR Planning

- HR planning is the process to find out the requirements of the organization related to workforce
- HR planning is ongoing process
- Proper HR planning must be planned according to the change in the organization. Could be internal or external
- Internal
 - Retirements
 - Unskilled employees
- External
 - Advance technology
 - Changes in industry

HR Departments



Evolution of HRM

Past

- Working time 9.00 – 1700
- Compulsory 8hrs
- Follow only what it said
- Work in a particular place
- Use only company equipment
- No voice can be raised

Present

- Any time according to flexibility
- Could be part time or other
- Can come up with own ideas
- Work from anywhere else
- Own technology
- Can raise and lead

Recruitment

- Recruitment is the process for searching potential candidates with wide knowledge, skills and experience for an organization to fulfill its vacancies by appropriate people
- Recruitment by internal sources and external sources
- Could be generating a group of candidates for a particular project or discovering the potential one for that
- Recruitment objective
 - Attracting the qualified candidates
 - Motivating the unqualified candidates to understand their position and develop themselves

- 
- Internal sources of recruitment
 - Job posting
 - Transfers
 - Promotions
 - Getting back former employees
 - External sources of recruitment
 - Universities
 - Internet and other media base
 - Employment agencies

Selection

- Selection is the next process of choosing the qualified persons from recruitment for the right vacant
- Selection Criteria
 - Education background
 - Experience and past performance
 - Physical characteristics
 - Social movement

Google

- Internal

- Promotions

- Transfers

- External

- Respondents to website advertisements

- Direct from academic institutions

There are 9 stages in recruitment and selection

1. Recruiter screen
2. Phone screen
3. Onsite automated interview
4. Interview feedback
5. Hiring committee
6. Executive review
7. Compensation committee
8. Final executive review
9. The offer

Walmart

Internal

- Existing employees
- Trainees and interns
- Transfers

External

- Job advertisement through media
- Direct from universities
- Filtering previous applicants

Steps

1. Application (online only)
2. Assessment test 2 (online)
3. 1st interview (video conference)
4. Final interview
5. Orientation and training

HR Strategy

HR strategies are the approaches that are under taken by HR department in order to acquire the ultimate objectives of the organization through human resource

HR strategies have been evolved from personnel management which was the replacement that overwrite with human resource management

Right person – Right place – Right time

Company Strategy

- Objectives
- Expansion
- Efficiency
- Location



HR Strategy

- HR Strategy will drive the human resource of an organization

Conclusion

- Human resource management is the management that uplift the organization by guiding the workforce into right path. Which brings out them as skilled workers who could compete with competitors. The organization which got less employee turn over reflects the capability of hr department in that organization

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THANKYOU !

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