

Managing People and Change Assignment 2 Nathan Buller P132632 *by* Nathan Buller

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Managing People and Change Assignment 2

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Course: Applied Computing

1.0 Executive Summary

1.1 Introduction

Change in organisations can also be defined as how workplaces work efficiently in environments in terms of flexible environments, cooperating conveniently in a workplace and accustoming to the users needs, values, religions and work strengths in organisations. With appropriate referencing required the topics discussed in the assignment are the changing nature of how Human Resource Management or Departments management systems are affected today within a industry. Amongst this, one change initiative will be focused on but closely investigating on how several change initiative correspond together effectively to create a more flexible, adaptable work environment that should both satisfy staff and their employers.

2.0 Contemporary HRM/HRD initiative

2.1 Choosing a HRM/HRD initiative

Human resource management and development commonly known as HRM and HRD are methods in way HR managers discuss methods they can implement how the workforce can work more efficiently to the HRD teams to help support workers how productivity can be increased. Human resource management and development teams differ firstly by back in 2006 Armstrong claimed that "Human Resource Management as a strategic and coherent approach in managing organizational most valuable assets." [1] Human resource management also considers whether the workforce manage individually or as a team to create a better final result for to fulfill the organisation's requirements.

Human resource development on the other hand has primarily focussed on how organizations can get the best out of there team, this could be by extra training, development and career future opportunities. HRD has also been renowned for new working practices being enforced therefore, regularly skills have been known to keep up to date for their employees to ensure that each users are capable at performing the task. The importance of HRD is discussed by also for all users and generations enjoy the work environment in by Prachi Juneja [2], claimed that HRD aims to seek **"that employees are delighted with the working conditions and perform their jobs according to their latent potential which is brought to the fore."** His findings have proven true by the fact managers involved along with their colleagues have a better partnership rather than just being separated and this has also allowed interaction to increase to satisfy individuals needs within jobs. Within HRM and HRD roles many separate initiatives exist to ensure a more pleasant working environment. The specific initiative chosen has been diversity in the workplace and this initiative has been looked at as several different employees, managers and higher managers exist with different approaches and opinions how they would like there work environments or habits laid out as. To accomplish this several different

policies, needs and working features for instance Maslow's hierarchy of needs, flexible working environments and important strategic initiatives will be looked out to ensure everyone is satisfied with the work environment they are in or surrounded by.

2.2 Evaluating Initiative chosen

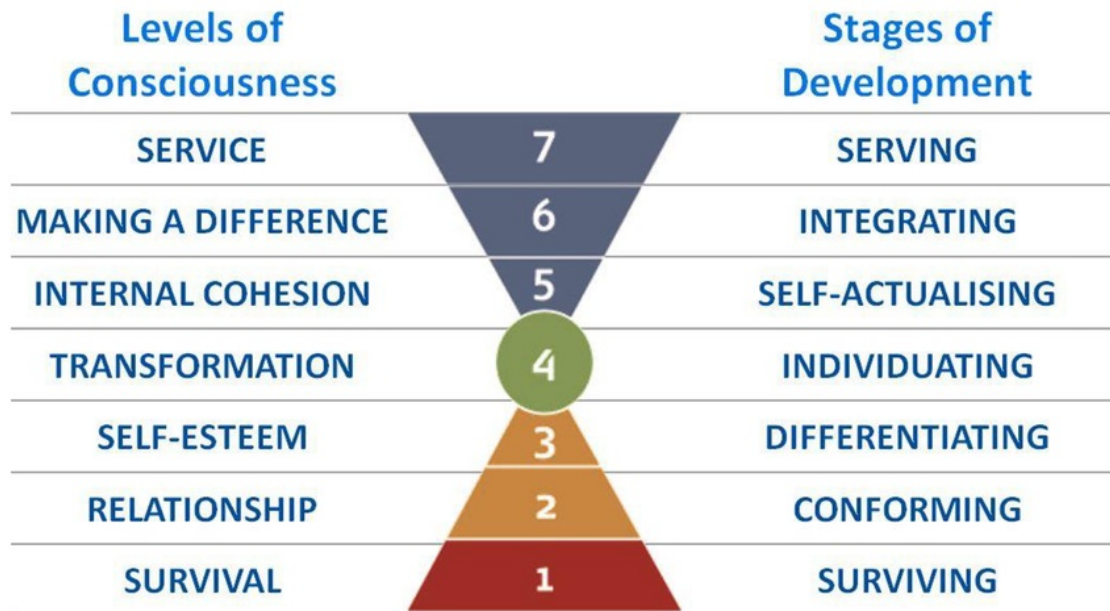
Different learning initiatives are important for companies to include as it ensures the organization manage themselves in a flexible, friendly, work environment to allow both the managers and staff to enjoy the job being done. Initiative examples workplaces nowadays use are employee engagement, positive psychology, job satisfaction and managing diversity in the workplace, and as stated above, the initiative that was chosen to complete this task is managing work diversity. On completion of the task users will be more aware of what exactly is work diversity and how this strategic initiative links to the other types in organizations.

Organisation development and evolution

Organisation development refers to how the company should develop to keep up with future technology improvements. Some modern technology examples include communicating through messenger services for example Skype, Yahoo/trillian messenger services, Youtube videos which can all have a meaningful purpose of promoting organizations if used in an appropriate manner. The following guidelines Included in the Barrett model involve why organizations develop to make more use of the technology available:

1. Survival
2. Forming organizational friendly relationship
3. Self-esteem
4. Adaptability for company transform
5. Assessing employees emotions
6. Making a difference
7. Service

Organisation development relates with the generation diversity in the way that x generations might be more unfamiliar with the newer technology than y or z generations. However, the benefit of these generations have been that regardless of the generation type all have grown up to individually see changes happening and evaluate to see how their beliefs on an organization could impact business progression in a positive way. A survey from <https://hbr.org/2017/08/a-survey-of-19-countries-shows-how-generations-x-y-and-z-are-and-arent-different> suggests that, "We found that across the globe, becoming a leader was important to 61% of Gen Y, 61% of Gen Z, and 57% of Gen X respondents." [2] Based on these findings nowadays employers are now looking for generations Y and Z as they have more awareness into the newer technology being released and how it can positively improve business performance. The below image shows an illustration of the Barrett model.



<https://www.valuescentre.com/mapping-values/barrett-model> [3]

Work Diversity

Work diversity is known for ensuring that the workplace is kept to equality standards by meeting to guidelines that allocate a diverse workplace as well as investigating to see different life experiences and goals. Suggested by Saxonsgroup.com blog they suggested that, "workplace diversity is key to having a range of perspectives and personalities. This is vital if you want your company to be as productive as possible. [4]

<http://www.saxonsgroup.com.au/blog/leadership/3-ways-technology-can-encourage-diversity-in-the-workplace/>. It is also to help organizations achieving their goals by evaluating the entire workforces strengths and weaknesses no matter of age, religion, gender and country from.2.3 Reflect upon how up to date technology improves initiative chosen

Work diversity can be classified into three main generation types that are mostly found within organizations nowadays which are defined as generation x, y and z. The evolution of generation x, y, z, suggested by Toby Margetts, Consultant at Squiz

29 SEPTEMBER 2017 [5] "An interesting challenge has arisen for HR departments everywhere by adjusting policies and practices to meet worker's changing workplace values and perspectives." in affect what is meant by this is that generation x had been more of an independent worker.

Generation x

Some have more technology ideas in terms of developing new ideas, however, due to the fact of generation x seeking new individual opportunities jobs were known to differ with generation x.

Generation y

Generation y usually have been known to have greater ability to focus on multiple tasks without the help of the user. Also, with generation y they can decide new innovative ideas to help an organization grow more efficiently. unlike generation x.

Generation z

Generation z is still on the develop but currently they are known for being keen to socialize after work and gain experience, through either on-site training such as shadowing and working alongside others to gain confidence, or off site training for instance, e-learning and online courses..

2.5 recommendations of how this initiative could be implemented

- Creation of a Strategic initiative proposal - This could be by writing a document of how generations might release new ideas.
- By •Selection of Strategic implementation Team. - Generations are known as to do this by picking a variety of people from generation x to z and regularly communicating ideas.
- Pitch initiative to Senior Management for sponsorship.- Usefulness of this is because it can be done as a Skype meeting or video with new technology available or formally meeting people for a presentation.
- Creation of an Implementation schedule (include. Key dates)
- Creation of a Project Initiation document - Done Gantt chart outlining resources required and budget for planning and monitoring.
- Complete a Risk Assessment.
- Staff Training plan.
- Monitoring and evaluation plan.- Check if new changes benefit organization.

3.1 Summarizing key points

3.2 References

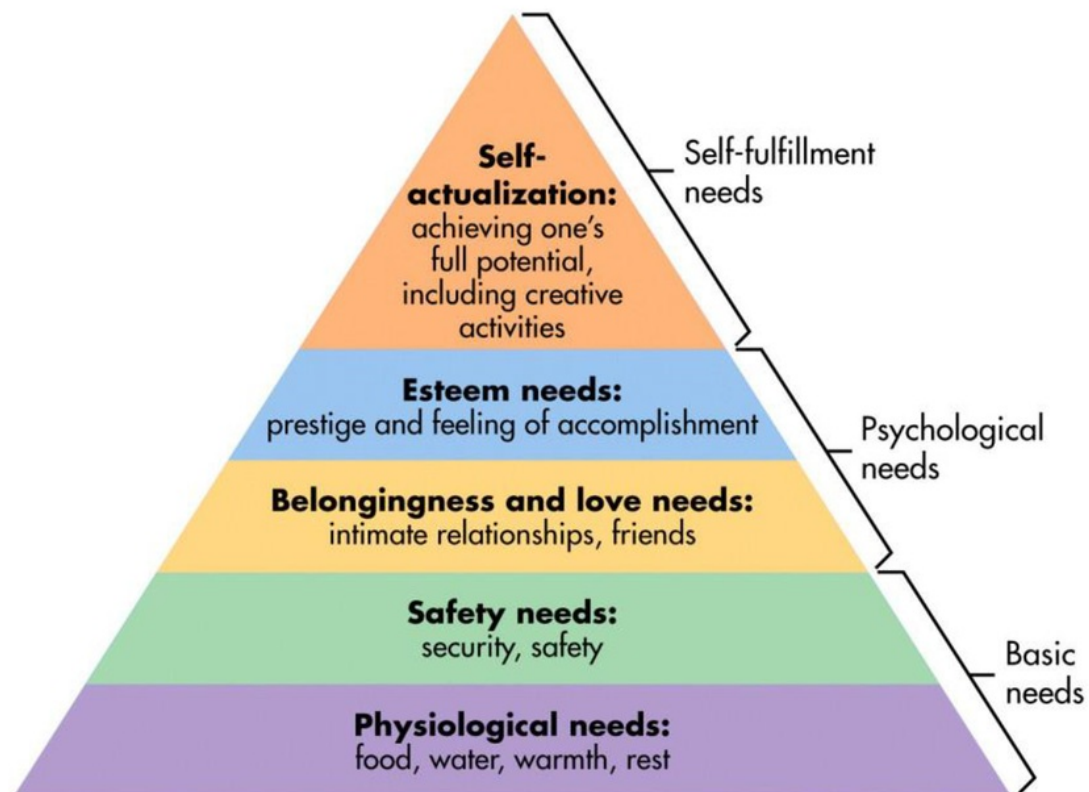
<http://akademiaddin.com/differences-between-hrm-and-hrd/> [1]

<https://www.valuescentre.com/mapping-values/barrett-model> [2]

<http://www.saxonsgroup.com.au/blog/leadership/3-ways-technology-can-encourage-diversity-in-the-workplace/> [3]

<https://www.relocatemagazine.com/news/hr-evolution-of-the-employee-from-baby-boomer-to-generation-z> [4]

3.3 Appendices



1.0 Maslows needs

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GRADEMARK REPORT

FINAL GRADE

GENERAL COMMENTS

Instructor

40/100

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GRADING FORM: UWTSD GRADING FORM

NATHAN BULLER

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1. RESEARCH LITERATURE

Extent of research and/or own reading, selection of credible sources, application of appropriate referencing conventions.

+ Some good use of citations. - could be extended



in places. + Reference list. - format incomplete.

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2. KNOWLEDGE AND UNDERSTANDING

Extent of knowledge and understanding of concepts and underlying principles associated with the discipline.



+ HRM and HRD. - definitions could be refined in places. + HRD better. + Workplace diversity. + New working arrangements & Technology. + Generation theory.

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3. ANALYSIS

Analysis, evaluation and synthesis; logic, argument and judgement; analytical reflection; organisation of ideas and evidence.



+ Some good links with related concepts. + Barrett model. - links with Gen Y and Z and with technology could be clearer. - evaluation of workplace diversity could be more comprehensive.

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4. PRACTICAL APPLICATION

Deployment of methods, materials, tools and techniques; application of concepts; formulation of innovative and creative solutions to solve problems.



- No case study examples/ + Some good implementation considerations documented. Good. - could be further supported by citations. - Appendices would add value e.g. example Strategic

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plan.

5. PROFESSIONAL PRACTICE

Attributes in professional practice: individual and collaborative working; deployment of appropriate media; presentation and organisation.



+ title page. - ToC. - ToF. + Introduction. + Good report structure and format. - Grammar errors in places. Additional proof reading would remove these., - Conclusion. + Appendices.

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