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Managing People

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Table of Contents

Introduction	3
Measures in the organisation:	4
Job design:.....	4
Core behavior	5
Core knowledge	5
Specialist knowledge.....	5
Employees value:	6
Strategies to raise the employee engagement:	6
Planning methods of BAT UK	7
Online work:	8
Recruitment policy:.....	8
Conclusion	10
References.....	11

Introduction

The management of human resources plays an enormous part in ensuring the company's sustainability and helps boost its brand reputation, which will in turn assist the company in remaining mostly on market for several years. The mission of this part of the assignment reveals a broad knowledge of the measures in the organisation in a pandemic situation. The COVID-19 has made employee engagement one of the most critical prime areas of companies for human resources managers and professionals due to lockdown. (2020)

Measures in the organisation:

Organisations today continually understand the value of their workers to achieve business goals and competitive results. They need creative methods, procedures and performance measures that are completely and preferably tailored to their needs to effectively grow their workers (Beaven, 2019). In the connection with the COVID-19 global pandemic, the market setup today is evolving, the organisations are actively creating new, flexible, and productive ways to involve workers in this demanding time.

Training is becoming more relevant, new principles of management are being put forward, new methods of organising jobs, the scope and intensity of legislation and job legislation require advanced expertise, experience and behavior. (Holbeche, 2015).

Job design:

The CIPD professional map defines the experience, expertise and actions required for a career. The new map concentrates on the technical expertise and actions that need to add credibility and effect on work, moving the emphasis from generic good practices to value-based decision-making (Francis and Keegan, 2016).

The new map of the profession is planned to change according to the evolving professional environment. The fundamental principles and goals that guide ethical standards are the same, whatever it takes (Beaven, 2019). But the current Professional Map will evolve to include new positions, specialties, goals and opportunities.

The new Professional Map displays four different levels of impact and outlines the skills and behavior necessary to achieve excellence from each. Those levels are:

Foundation level- To be strategic and concentrate on the everyday execution of tasks.

Associate level- To be functional and dynamic.

Chartered member level- Needs strategic thinking and thought for complex implementation.

Chartered Fellow level- To be completely conceptual with a substantial degree of sophistication.

All professional levels are relevant to these levels:

- Irrespective of any position or specialization
- Whether or not people belong to the CIPD member (Charles, 2016)
- whether anyone is an employee, an advisor or an individual citizen.

Core behavior

For professionals, the eight-core behaviors are a vital improvement. They allow people to build value for individuals, organisations, society and the occupation by focusing more emphasis on moral and standard-based decision-making (Holbeche, 2015). Eight core behaviors are: Ethical culture, Career confidence and influence; People's appraisal, Inclusive working, Custom drive, Learning passion, Decisions on the situation and Concentrated perspective.

Core knowledge

There are six different levels of the core knowledge needed to encourage progress, generate value and affect the environment positively at work and out of work (Francis and Keegan, 2016). They are: Practicing people, Community and behavior, Potential of company, Analyses and value production, Virtual service and Modification. A supportive leader can understand the problems of all employees in this pandemic. Employees can share their issues with the leaders at any time without any hesitations during the lockdown while working from home.

Specialist knowledge

In every level, the expert knowledge fields demonstrate how the skills can be used to have a positive effect. Those are: Experience of workers, Links with employees, Inclusion and diversity, Education and growth, Recompense, Control of skills, Capitalisation, Creation and design of organisations and Analysis of people.

Employees value

The present situation in Covid-19 is unparalleled and many of them are both anxious about the health and financial impacts of the pandemic. It is highly probable that workers experience high pressures and anxieties, so it is important to make sure that managers, superiors and staff understand mental wellbeing. With COVID-19 bringing tremendous effects on every aspect of organisational, there is no wonder that it affects what an employer need. The plans for employee value would have to change in order to accommodate both candidates' and current employees' shifting attitude and aspirations. Employers would have to understand the needs and expectations of their workers as they refine their EVP if they are to hold on to their employees after COVID because the struggle on talent is close (Anon, 2020) .Conflicts in all workplaces are high and people strongly consider their prospects, managers should ensure that they respect their employees and their experience is the most crucial variable to do this. Employees hold an accurate view of a brand. Individuals have the greatest understanding of what it is like to work in a company at all concentrations and enhancements that will work well.

Strategies to raise the employee engagement

Planning offers a comprehensive forecast of workers' current availability and potential demand. It also includes using your skills strategically to achieve the company's goals. Planning aims to ensure that employment and staff fit together perfectly to prevent labour deficits or shortages. The three basic components of the planning process are- Balancing of expected labour markets, Review of current labour supply and Predicting labour needs.

Thus, preparation promotes the accomplishment of the overall mission, goals and performance of the company while fulfilling workers and other stakeholders' responsibilities by integrating human resources management systems and strategies (Kotler and Keller, 2017). Planning helps organisations to plan efficiently to ensure an ongoing supply of qualified labour. This is also why it is called employee preparation. This method is used to assist businesses in the evaluation and

preparation of their needs (Ulrich and Brockbank, 2014). The concerns are to involve shifts in factors like sickness, promotion, or holiday for workers. The company must ensure that staff and jobs are ideally fitted, thus mitigating employee gaps and excesses. Performance management allows managers to track and analyse the work of their workers (Nieto, 2014). The companies can deploy performance management to create a safe environment during the pandemic in which people can work most effectively and efficiently to the best of their ability. Managers will continue to participate through the fostering of empowerment and accountability within the positions of their workers.

Managers must make arrangements to achieve their objectives. Those are:

Finding and recruiting trained workers.

- Pick, train and compensate the best candidates.
- Absence and conflict management.
- Promoting or letting workers go.

Planning methods of BAT UK

British American Tobacco works widely in the United Kingdom. Sometimes they refer to this as "seed to smoke," which implies that they work from increasing tobacco to smoking distribution. Their various roles operate in a coordinated way to achieve the vision and ambitions of the business. Corporate and Regulatory Affairs (CORA) at British American Tobacco strives to ensure stakeholders that control the enterprise explicitly or implicitly.

Three central wings of CORA functions:

- Regulations for management.
- Promoting responsibility to the society of business entities.
- Corporate Affairs Driving.

Online work

Autonomy ensures that workers can influence their working environment so that they can do the best they can. Autonomy starts to inspire the staff to start-up and solve problems during the pandemic in the companies in the UK. The ever more complex marketplace implies that companies which adapt to changing can succeed. Emerging problems like fairness, integrity, and expertise would give the business in concern a good picture. It can be a delicate situation to improve employee involvement in the workplace. This adjustment, based on concepts of human experience, has only been intensified by COVID-19 which can at the behavioral, cultural and organisational level, drive a sustained change. To ensure the organisations constantly learns and evolves in all areas of the company the company needs to design training and development program through online or in a safe environment during the COVID-19 (Truss, 2018). Bringing variety in tasks can remove the monotony of doing the same task over and over. Especially in the lockdown while people working from home bringing variety in task can really remove the monotony. It can also increase the different skills of the employees. The company should strive for the best taking care of care of the employees not to expose to risk. Rules are important to be respected but also to deeply understand the situation in all terms. More than ever human resources should play an important role as well in order to develop a better bonding between employees and employers.

Recruitment policy

In addition to traditional print media, BAT concentrates one-based ads for exposure and transparency. All notices concerning employment are available on the website of www.indeed.co.uk and so many other popular websites in the UK. Candidates must fill in the blank resume format on the website. The most suitable candidate is accompanied by a well-organised and systematic screening process. The pre-employment health test and reference tests are carried out following the hiring process (The British journal of photography, 2018).

- They receive applications from well-known domestic and international colleges.
- The nominee must be a UK resident.
- Students with an outstanding academic record are encouraged to apply.

- BAT is not affected by colour, sex, faith, age and so forth. The applicant is offered positions based on his skill and the company's specifications.
- In the case of satisfactory applications, the applicant will be asked to an initial interview by a representative of his/her department and a manager of the HR Team. This is an opportunity for him to learn more about the company (Nieto, 2015).
- The final candidate will be welcomed to a British American Tobacco test center, which has been specifically designed. This will give him the chance to prove his expertise and adequacy in many participatory and individual workouts through his results. They will also satisfy the superiors and obtain a hands-on understanding of the way British American Tobacco UK operates. Regardless of the outcomes, participants will also find it a unique opportunity to show their strengths (Gold and Bratton, 2014).
- If one passes through the evaluation center it will be approved for a final interview to the specific Heads of State (Nieto, 2015).

Conclusion

Personnel professionals are accountable to planning, screening, interviewing and employee selection. They can also control connections with staff, wages, rewards and training. The personnel managers schedule, administer and organise an organisation's management services. Because of pandemic the way of working has changed. The companies have already introduced work from home. For example, ensuring better net connection and comfortable environment. (Nieto, 2014). As a result, the job design needs to modify. For instance, by redesigning job management, motivation for self-management teams the organisations can be improved. Managing productive tasks, health and safety environment for the co-workers and customers are the keys which define the motivation in this difficult situation. Health is the priority in terms of any business, to make employees feel safe and appreciated by reviewing their productivity.

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