

ASSIGNMENT 2

PRESENTATION



INTRODUCTION

- ❖ McDonald's can improve its productivity by improving employee management
- ❖ To achieve this there is need to ensure that HRM challenges are countered
- ❖ HRM team needs to improve its performance
- ❖ In this presentation, necessary HRM skills will be discussed



HRM SKILLS THAT NEED TO BE DEVELOPED BY MCDONALD'S HRM TEAM

Work schedule skills

- ❖ Cases of job boredom are reported in the company
- ❖ To solve this, HRM team needs to improve its work schedule skills (Carpenter et al., 2010)
- ❖ This will see them engage in job rotation
- ❖ Hence, employees will be assigned different roles from time to time to counter job boredom within their departments



CONTINUATION

Charismatic leadership skills

- ❖ Company needs to improve how employees are led
- ❖ HRM manager needs to develop charismatic skills to bring influence and inspiration in the workplace (Flamholtz and Rande, 2011)
- ❖ This is need to influence employees to go an extra mile to improve performance



CONTINUATION

Diversity management skills

- ❖ Employees company from different backgrounds
- ❖ This means they have different values and beliefs, hence, should be well managed
- ❖ Developing good diversity management skills will foster fair employee management (Paauwe and Boselie, 2005)
- ❖ They will have a competent and united workforce, hence, delivering expected goals easily



CONTINUATION

Team work skills

- ❖ Company needs to work on its team working skills
- ❖ This will improve the collaboration among departments
- ❖ This will ensure that employees are well managed and motivated at all times
- ❖ They will be supported to fully execute their roles
- ❖ This will make the company very competent and productive



CONCLUSION

- ❖ The company's HRM team needs to improve on its HRM function
- ❖ Developing the outlined skills will improve execution of the function
- ❖ This will create good employee management across the company
- ❖ Hence, strategy implementation will be effective and productive



REFERENCES

- ❖ Carpenter, M., Bauer, T., Erdogan, B. and Short, J., 2010. Principles of management,(version 1.1).
- ❖ Flamholtz, E. and Randle, Y., 2011. *Corporate culture: The ultimate strategic asset*. Stanford University Press.
- ❖ Paauwe, J. and Boselie, P., 2005. HRM and performance: what next?. *Human resource management journal*, 15(4), pp.68-83.

