

Skills Needed for Human Resource Management Department of McDonald

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Introduction

The success of McDonald's as a business is dependent on the well-being of its employees, which is why it is essential to invest in their development and ensure their satisfaction and engagement.

1. Standardization of Well-being Programmes



1

**Improve employee
engagement and
motivation**



2

**Developing a sense
of community
among employees**

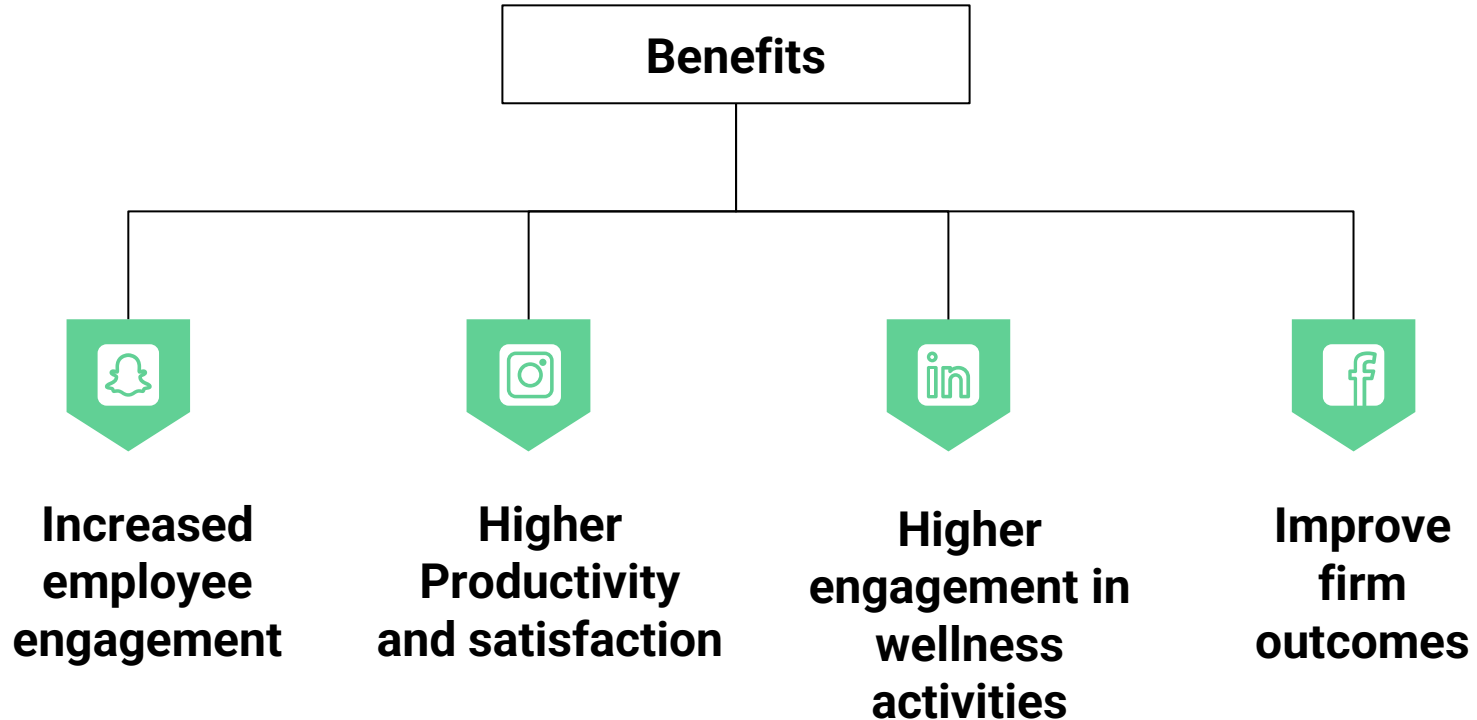


3

**Ensure that
employees are aware
of accessible
resources**

(Huselid, 1995)

2. Tailoring of Programmes



(Delery & Doty, 1996)

3. Communication and Awareness



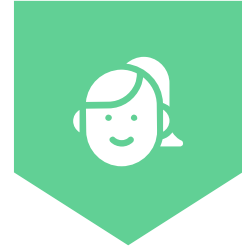
**Establish regular
training sessions**



**Providing
flyers, leaflets,
and posters**



**Provide dedicated
wellness portal or
intranet site**



**Improve overall
well-being**

(Jiang et al, 2012)

4. Technological Advancements



1. Use technology to track employee progress and provide personalized feedback.
2. Incorporated digital wellness tools like mindfulness apps, fitness trackers, and virtual counseling services
3. Partner with fitness tracker companies to provide employees with discounted or free access to these devices

(Ichniowski & Prennushi, 1995)

Leadership Development and Cultural Sensitivity



1

Leadership Development

1. Providing training on effective communication, empathy, and stress management.

(Jackson & Jiang, 2014)



2

Cultural Sensitivity

1. Language training and cultural awareness programs
2. Ensure wellness programs are culturally appropriate and considerate of diverse beliefs and customs

Action Plan

Goals	Timeline	Action Items	Responsible Party	Resources Needed	Evaluation
Conduct Needs Assessments	6 months	Identify employee groups that require wellness programs	HR Department	Budget for assessments, survey tools	Regular feedback from employees to assess effectiveness
Implement Standardized Wellness Programs	490	Develop wellness programs that address identified employee needs	HR Department	Budget for program development, wellness resources	Employee engagement and feedback, program participation rates
Incorporate Technology into Wellness Programs	2 years	Evaluate technology options for program delivery	IT Department and HR Department	Budget for technology implementation	Employee feedback on technology effectiveness
Provide Leadership Development and Cultural Sensitivity Training to Managers	3 years	Develop training program for managers	HR Department	Budget for program development, training resources	Manager feedback on effectiveness, employee feedback on manager behavior

Conclusion

Developing the recommended skills for the human resource management department is crucial for improving employee wellness at McDonald's.

With an action plan in place, McDonald's can take concrete steps towards improving employee well-being and ultimately achieving success in the fast food industry.



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Thank you!

