

HRM – ASSIGNMENT 2 – INDIVIDUAL BRIEFING STATEMENT

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“Work for all” will not be able to continue in their quest to provide employment opportunities unless they develop some coherent HR strategies.

By implementing HR strategies at “Work for all”, it will enhance organizational performance but also on individual practices. It would create a synergy effect on the business performance if the practices are mutually reinforced (*Ichniowski et al, 1993*).

The purpose of HR Strategy is to focus on people issues, values, commitment, and simultaneously improving the organization performance (*Houghton, 2015*).

This report has identified some of the HR practices and policies such as training and development and Employee’s well-being to cultivate motivation in the organization.

It is important to provide training for new staff and operatives to develop additional skills to continue to grow within the organization. Development however is vital for executives to further excel in their career to meet the future need. It is crucial for organization to build job design for employees to be fully satisfied in the job function. Review is necessary for employees to understand job design and further develop their skills. Internal promotion is another way to entice employees that “Work for all” would promote employees to grow in the business. Paid training such as workers’ wellbeing, mental health issues and coping with mental health students would be beneficial for workers to further understand their job scopes. It requires employees to obtain special training to develop skills to work with people with significant disabilities such as physical and learnings.

There are three major components that affect employees’ wellbeing, such as, stress, health and safety and work-life balance. Stress could affect employees’ physical and mental health and wellbeing, this could impact their relationship and performance at work. Therefore, regular activities promoting healthy behaviours are encouraged at work (*Suff, 2019*). Additionally, trainings aimed to build resilience and cognitive behavioral, and positive psychology courses are a bonus for employees at “work for all”.

It is vital for “work for all” to implement health and promote safety at work. Organization can promote safe work with display screen equipment such as the IT department. It is crucial for students and employees to have short breaks to exercise eyes and fingers in the environment.

Happy employees would create a positive working environment. Work life balance is key to increase motivation and productivity of an employee. “Work for all” has the ability to create flexible working such as providing scheduling or part time services for employees that require to significant travel time to work. Organisation can organize mindfulness session such as creating yoga class and meditation to create motivation to direct and sustain positive behavior at work (*Armstrong and Taylor, 2014, pp.169*).

Conclusion

It is extremely vital for employees to have written policies in place to focus on training and development, and employees’ well-being. This will lead to positive working environment, ability to retain staff, attract suitable employees, and build better work performance.

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