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HRM LEARNING AND DEVELOPMENT

Slide 7: HRM issue of Nike

Management has been considered as the process of managing the employees. Organization employees are playing a major role in enhancing the efficiency of this organization. Most of the organizations are facing issues regarding the management of human resources. Nike Inc has been contemplated as the American multinational organization which is operating business in different countries and the organization management has decided to manage the human resources with efficiency. HRM will need to be conducted in such a way that enhances the efficiency of the business based on their objectives (Smerek et al. 2021). According to the human resource management process, organizational Management will need to teach their employees regarding the objectives of the organization and it will help in developing the understanding about the business processes. As for the average calculation, 5 different human resources are employed in the organization and we always prefer to hire the experts. According to the available information it was found that more than 56000 employees have been recruited by this organization and all the employees have been taken from the colleges. As per the internship program the retention rate of the employees are very high. Some impact has been identified with the plan. During the financial year 2007 it was identified that the organization management of Nike have mainly focused on prophet making and it reduces the satisfaction trade of employees. This is the main reason for which the human resource plan was required to be implemented by the organization. The other hand 33% of the international footwear market has been taken over by Nike and it has ensured its growth in footwear (Zhu and Song, 2023). However the organization has started to produce sports apparels and their employees were not efficient in that process. This is the main reason for which some issues have been identified in the human resources as employees are not confident about the production of apparels.

Slide 8: HRM issue of Nike (Cont'd...)

In any case if the employees were not able to produce their april's effectively then they decided to be terminated. As the employees were not hired based on the production of apparels thus it is contemplated as the illegal activities of the organizational Management regarding the human resource. In the financial year 2006 the annual growth rate of this organization was USD 20862 million was 14 955 million. Good growth has been identified recording the revenue of this organization and it could be contemporary as the growth of 7%. According to the analysis Nike has developed good relations with different organizations and it reduces the focus of its management on the human resources and consequently shoes has been raised regarding the HRM (Napier et al. 2023).

Some issues have been identified in these organizations regarding the remaining resources such as law and regulations. As the employees have been hired with intention to produce a letter the management have changed the decision and forced the employees to develop the sports apparels. As per the analysis proper training and development has been contemplated as another issue in any organization. Nike has developed their businesses with the technology however the employees have not been properly trained with the new technology and it is the only reason for which human resources has taken place in this company.