

Report on human resource management

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Introduction

The report is based on the current labor market state in the UK and the emerging changes in the strategies of human resourcing in the post-Brexit, post-Covid external environment. The super-hot market of labor in the UK showed some cooling signs in data officially that was being published, a record fall in the wages suffered by the workers as more cautious became the businesses about hiring when adjusted for inflation that is soaring. The rate of unemployment in the three months to June of 3.8% was unchanged from the report last month. In work, the number of people in the period of April-June grew by 1,60,000 compared with the before quarter. Over the quarter, the rate of unemployment fell, while the inactivity rates and employment rose, as per the most recent survey of the labor force that estimates from January to March 2022 (Joll et al., 2018).

There are numerous emerging and immediate challenges at present facing the commission, from rapid transformation of digitalization and technological advancement to changing the crisis of climate and workplace structures. It is changing the world of work, and the pandemic of covid has only trends that accelerated toward digitalization and flexibility of the place of work. At the same time, by example the commission must lead, embodying the values of the EU and its part playing in implementing the solutions of policy that ask it to implement by member states.

The hot labor market of the UK cools and eats pay by inflation

The rate of employment grew in the UK by points of 0.1 percent over the quarter to

around 75.7 percent, but still, it is lower than the outbreak before the covid-19. Between the 16 and 64 ages, people who had been unemployed previously moved into employment, which automatically enhanced the rate of employment. The labor market of the UK was enhanced even by the development of the economy slowed in 2015, and the economic instability brought by Brexit to the country. Even though the coronavirus pandemic emerged in 2020 these favorable tendencies have been reversed, only transitory the appearance of damage, as per the forecasts of the U.K. government, at approximately 4.6% the unemployment will be low continuously until at least 2027 (Blundell et al., 2018).

The employee satisfaction levels in the UK

A hot topic is a happiness in the workplace in the UK with declining satisfaction levels. As per recent data, just over half of the employees in the UK with their jobs are content which leaves many employees unhappy. Due to a decline in the economy after the financial crisis of 2008, it is reported by just 54 percent of workers who are with their jobs were content in the decade that led up to the year 2019. The rate of contentment was lower slightly in the early 1990s just than 59 percent. However, other well-being indicators at work over the same period have enhanced. Four out of five workers in 2015 said that their jobs to others are useful and a rising workers number said that for their companies they were proud to work and its values upheld them. While compared with those workers who with the management rarely engage, those who enjoy the relationships of solid working with their senior staff and employers are far more likely less within a year to quit their positions (Watermeyer et al., 2021).

Trends in the practice of workforce

In the UK, the culture of work is very alike as compared to the rest of the world. While in the UK no two companies are the same, some characteristics shared by all of them by which they get differentiated from those in the other world's part and the U.K. While how the companies of the U.K. and U.S. work as there are many parallels among them, there are also numerous differences that are glaring in the culture of the workplace. According to the data from research by the OECD, Americans are

more devoted and committed to their employers as compared to the workers in the UK. In the U.S. compared to 1,780, the average hour's number that each year worked is 1,681 in the UK. Additionally, at the desks usually eat by Americans their lunch, an hour takes by the employees in the UK for lunch as well as throughout the day for other breaks. The granted rights are also significantly different for workers in the UK and the U.S. (Fana et al., 2020).

Full-time workers in the UK have a right legally to sick leave for up to 38 weeks. Unless a competitive package of benefits offers by the firm explicitly in the US, there is no sick time guarantee. Also, 28 days of time of paid vacation provides by the UK, whereas in the US there are no such guarantees. As per the study of YouGov, the workers of British are not hesitant about paid vacation time to use which are entitled by them. The citizens of British are the most likely ones mostly to use all their days of vacation out of 22 nations majorly, including the country US (Graham and Anwar, 2019). Lunch or short breaks does not mandate by Federal law in the US, which the government of the US, alludes interestingly to as breaks of coffee, as per the U.S. labor department. Additionally, it is already known that minimal breaks are taken away typically by Americans from their stations of work.

While, in the UK if a worker works per day more than six hours, then one undistributed rest period of 20 minutes is entitled to them during the day of work. The employees of the UK are also per week for fewer hours of work than in the US. An estimate shows recently that the workers for full-time in the U.K. put in the week as an average of 42.7 hours, which is still less as compared to the 47 hours that are likely to be put in more by Americans. Lastly, in the UK, the workers are way more likely with their colleagues to socialize outside the place of work than their counterparts in America. As per the poll of YouGov for the TUC being conducted to provide some perspective, in the UK one in five people met their partner or spouse at work, and a coworker dated by one-third at some point (Atchison et al., 2021). So, the colleague's number who are outside of work socializing is likely high.

UK labor market

The employment rate of the UK was 75.5% for June to August 2022, points of 0.3 percent lower than the quarter of the previous one, which had a higher rate of employment notably than other periods. In the quarter, the employee number decreased, while workers of self-employed one increased. The rate of employment is points of 1.0 percent lower than before Covid-19. The timely estimate of employees'

pay rolled mostly for September 2022 shows a monthly increase as another one, up 69,000 on the revised figures of August 2022, to a 29.7 million record. The rate of unemployment decreased by points of 0.3 percent for the June to August 2022 quarter to 3.5%, from December to February 1974 the lowest rate. The number of unemployed people increased in the quarter for between 6 and 12 months, while for the long-term and short-term unemployed there were decreases (Trondal et al., 2022). The number of people who were unemployed from June to August 2022 per vacancy to a low record fell of 0.9.

Why is a new strategy HR necessary?

With its communication of greening the commission, for instance, this means pleading by 2030 to be climate-neutral. When it comes to the digital age of being fit, this means exploiting the latest tools of collaborative IT to ensure a response of joined-up European to complex increasingly the challenges of policy, and a platform of top-tier HR IT to enable service delivery of HR effectively in support of commission actions as the full range. And a more diverse and inclusive commission makes sure its force of work reflects the society of Europe that serves it with broad talents and skills range that is used to their potential fully (Fritsche et al., 2020).

The key priorities

On three priorities, priorities of cross-cutting and underpinned by a fourth are the focuses of the strategy. Its attractiveness will strengthen by the commission as an employer to retain and engage from all member states the top talent and better reflects the European society diversity that services it. The existing efforts will boost by this strategy to make a sustainable, inclusive, and flexible environment of work with working conditions of family-friendly and attractive development perspectives professionally for all. The training and targeted support will be given to all colleagues to have rewarding and flexible careers. Autonomy in the commission and high-performance culture will stimulate by this, where expertise and skills individually are used in such a way that is most effective for priorities to deliver (Arnold, 2020).

Greater career flexibility will result from enhanced mobility of staff and smarter and more efficient forms of organizations such as project groups of cross-cutting. These have proven already to be a motivation source and efficient for recognition for engagement of colleagues in these new models of management. They are also key for the commission to aid to manage the peaks temporarily in a load of work and the staff to challenge to assume the new responsibilities. The support will have the

managers and tools required to enhance their performance of teams and motivation. The need of the commission is addressed by the strategy to perform in all the European interests at the highest level. It presents the vision of a flexible, modern organization that is driven by value with staff who can be focused more than ever on outstanding results to deliver across the EU for citizens, on the problems that concern them most (Bratton et al., 2021).

More specifically, numerous new HR strategy aspects are relevant directly to various constituencies externally. For instance, measures for recruitment procedures to streamline and strengthen the commission's attractiveness as an employer will be of huge interest both to member states and potential candidates concerned by the geographical balance lacking in the workforce of the commission. A key role to play has the commission to be a credible actor and is determined to be a front transition runner towards a natural society of climate. That is why an environmental contribution is made by it that includes reaching the neutrality of corporate climate by 2030. That is why action is taken by it to ensure the same gender and diversity balance is reflected by it the society that serves it. And that is why its transition digitally is undergoing by it, implementing more services of HR efficiently that supported by a new platform of HR IT (Notteboom and Haralambides, 2020).

The eliminating role of numerical, verbal, and abstract tests of reasoning will be toned down, giving tests more weight that assesses the more relevant skillsets, including as a principal matter that is relevant to the knowledge of the EU. Making these more efficient and faster these processes that should attract a large candidate spectrum. To do this, the measures include completing the shift recently to testing of remote and improved monitoring and planning for the time to cut among the publication and recruitment of the list of reserves. The recruitment subsequently will also be streamlined, by an offer letter to issue within 25 days of the request for recruitment. A sharp drop has been there over recent years in younger staff, with those aged around thirty-nine and falling younger in 2012 from 36% of staff to 20% today. So, the efforts will increase the commission to recruit profiles of juniors in a way to reflect better this cohort of society (Nankervis et al., 2022).

The program of pilot junior professionals which temporarily offers positions of agent to eligible trainees and junior staff, a training and mobility scheme, and the opportunity to take part in competitions internally will be made permanent to become an official, and broadened eligibility to all recruits with experience of

profession limitedly. Provide clear perspectives of careers for staff to retain talent, and the commission to enable to make the best existing experience and skills use, regular competitions internally will be organized, including for staff who are non-permanent when appropriate. These competitions for certain grades have already been redesigned and this will continue the work, adapted to grades and profiles differently, to opt for the best candidates while making it sure a flexible, fast, and efficient process (Roblek et al., 2022). Promoting at all levels external and internal mobility, improving the management of talent through the guidance of strengthened career, coaching, mentoring, and headhunting, and by profession, the bespoke packages of learning will also aid talent to retain.

The commission 2030 will become neutral on climate. The pledge of climate neutrality is made by it under the pact of European Climate that was adopted in 2020. Whereby European communities, people, and organizations in climate action are invited to participate and foster the goal of the EU to become the first continent climate-neutral by 2050. Climate neutrality will reach by the commission by 2030 through its greenhouse gas emissions reduction by around 60% as compared to the year 2005, and emissions remaining by compensating with removals of carbon. This reduction will achieve by this through the ambitious but realistic set out of goals in the commission communication greening. These are relied on a thorough analysis and clear evidence and are accompanied by a plan of action with measures specifically.

Assets and infrastructures of IT

5% of commission emissions were represented by it in 2019. For this area of strategy, a balance maintains by the communication between increased IT use and green actions. By 2030, an emissions reduction of 30% is expected. Measures include the local data rooms number reduction gradually by the end of 2022 to a maximum of three, decommissioning the systems of obsolete and IT streamlining, and reducing the digital carbon footprints individually of staff through a campaign of awareness raising. The staff commuting also covers communication and the corporate fleet of a conventional vehicle. Coherence ensures by its other European green deal aspects which are ecosystem preservation, the circular economy, biodiversity, healthy, fair promotion, good food, and sustainability (Freund and Springmann, 2021).

Conclusion

Based on the above discussion it has been concluded that the number indicates in the UK that the market of labor is hot despite all the problems faced by the economy of the country. The number of satisfied worker's number also seems to be higher in the UK. In the UK, the culture of work is likely to be different significantly from that of the country U.S., owing to the provisions of work mainly afforded by the government of the U.K. to the employee. Finally, the services of commission in a vacuum do not exist; in local communities, they are embedded with their concerns and needs. To deal with the problems in recruiting and attracting highly trained, geographically, and multilingual professionals of mobile, the recruitment model and current selection require to be faster and to evolve to match the need of commission for a more flexible and balanced force of work. EPSO is in the redesigning process of open competitions to reflect a faster, approach that is more modern to the selection. A regime of 24 languages will progressively move by the competitions to enable treatment equally and ensure outreach that is even broader in all member states.

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