

Order 562551 HRM

by W Ww

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Human Resource Management

Student's name

Institutional Affiliation

3 Human Resource Management

Human resource management forms one of the essential departments in an organization that determines its success. Sam, currently a human resource manager at Supreme Textile Corporation, has risen in ranks since he joined the Eastern plant immediately after college. Besides the fact that he has gradual career progress, he has had some challenges while handling his tasks due to time robbers but has tried to address most of the human resource concerns.

Sam showed his competence in handling human resource duties like planning of the implementation of the MBO, a strategy to boost the success of the organization. He also addressed employee grievances from different departments and engaged in contracting new employees to fill the gaps in the organization (Ivancevich & Konopaske, 2013). He also dealt with the employee payment issues, reviewed several job applications, and made sure that all the employees had their job requirements met.

However, some issues also affected the effectiveness and efficiency of Sam while on duty. Some of his time-wasters included going through files of mails, going to company meetings that had little concern on his duties, and dealing with the employee grievances about the faults in the automatic pay increase program (Ivancevich & Konopaske, 2013). More time was also wasted on unnecessary while engaging in empty talk about golf, which is not part of his function as a human resource manager.

Conclusively, even though Sam had had regular promotions since he had joined the company after college, he is currently not promotable. Even though he had been performing excellently well in the former positions, thus attracting promotions, his work as the human

resource manager had shown several lapses. He had failed to adequately address some of the critical issues among his roles, like his choices for future employees in the company.

Reference

Ivancevich, J., & Konopaske, R. (2013). *Human resource management*. New York, NY:
McGraw-Hill Irwin.

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