



STRATEGIC HUMAN RESOURCE MANAGEMENT IN MODERN TIMES

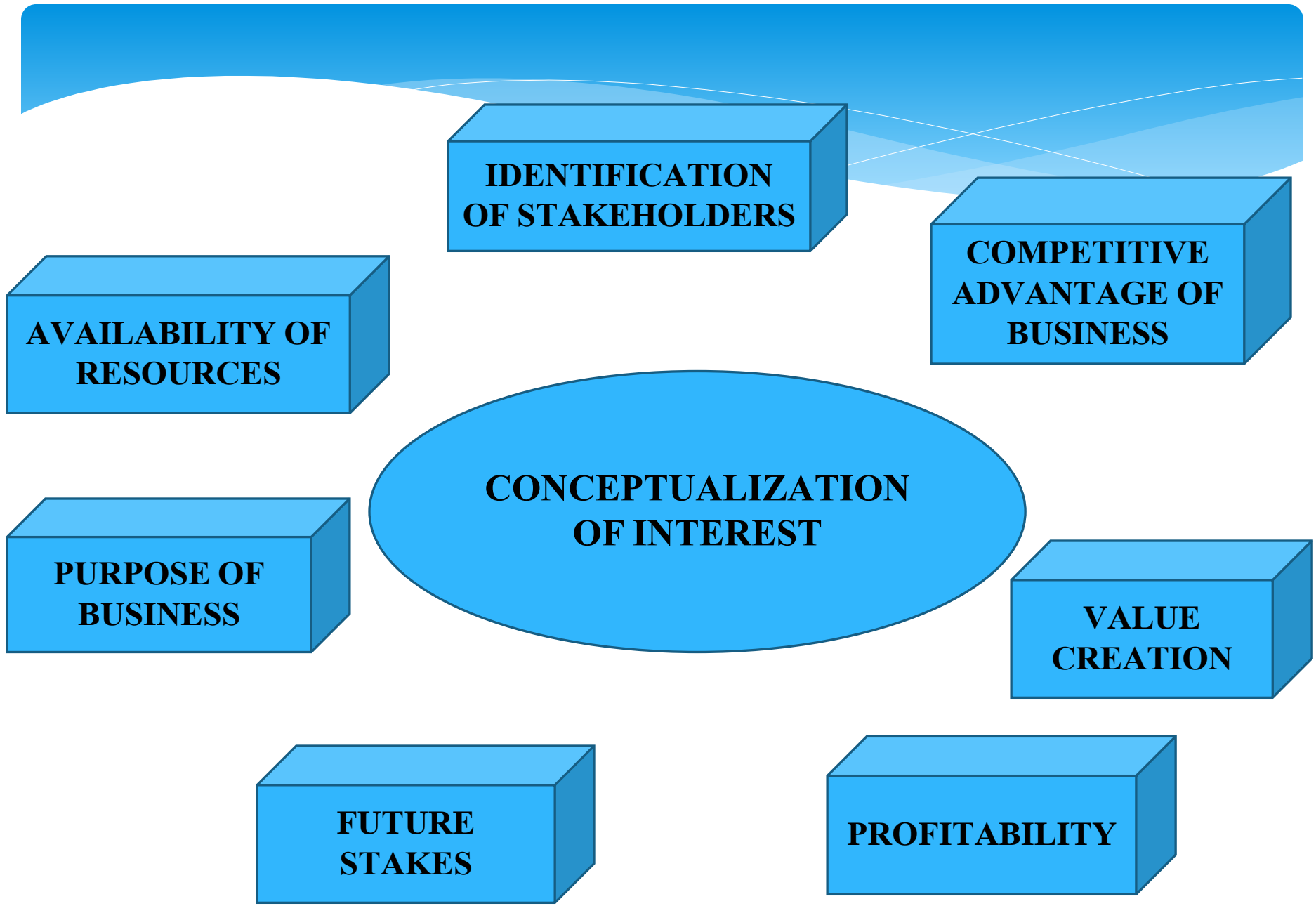
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INTRODUCTION:

- Strategic Human Resource Management as tool for measuring organizational success or failure
- Transition from Personnel Management to SHRM
Recruitment processes ,Learning and development,
Job specification, competency etc.
- Analytical approach of employee management:
performance management, flexibility in employee/
management relations

Areas under consideration as part of Strategic Management of Human Resources in any organization:

- Conceptualization of Interest
- Vision and Mission Statements
- Structural and functional roles
- Managerial Operatives and Job descriptions
- HR Policy documents and Performance Management
- Organizational culture



**IDENTIFICATION
OF STAKEHOLDERS**

**COMPETITIVE
ADVANTAGE OF
BUSINESS**

**AVAILABILITY OF
RESOURCES**

**CONCEPTUALIZATION
OF INTEREST**

**PURPOSE OF
BUSINESS**

**VALUE
CREATION**

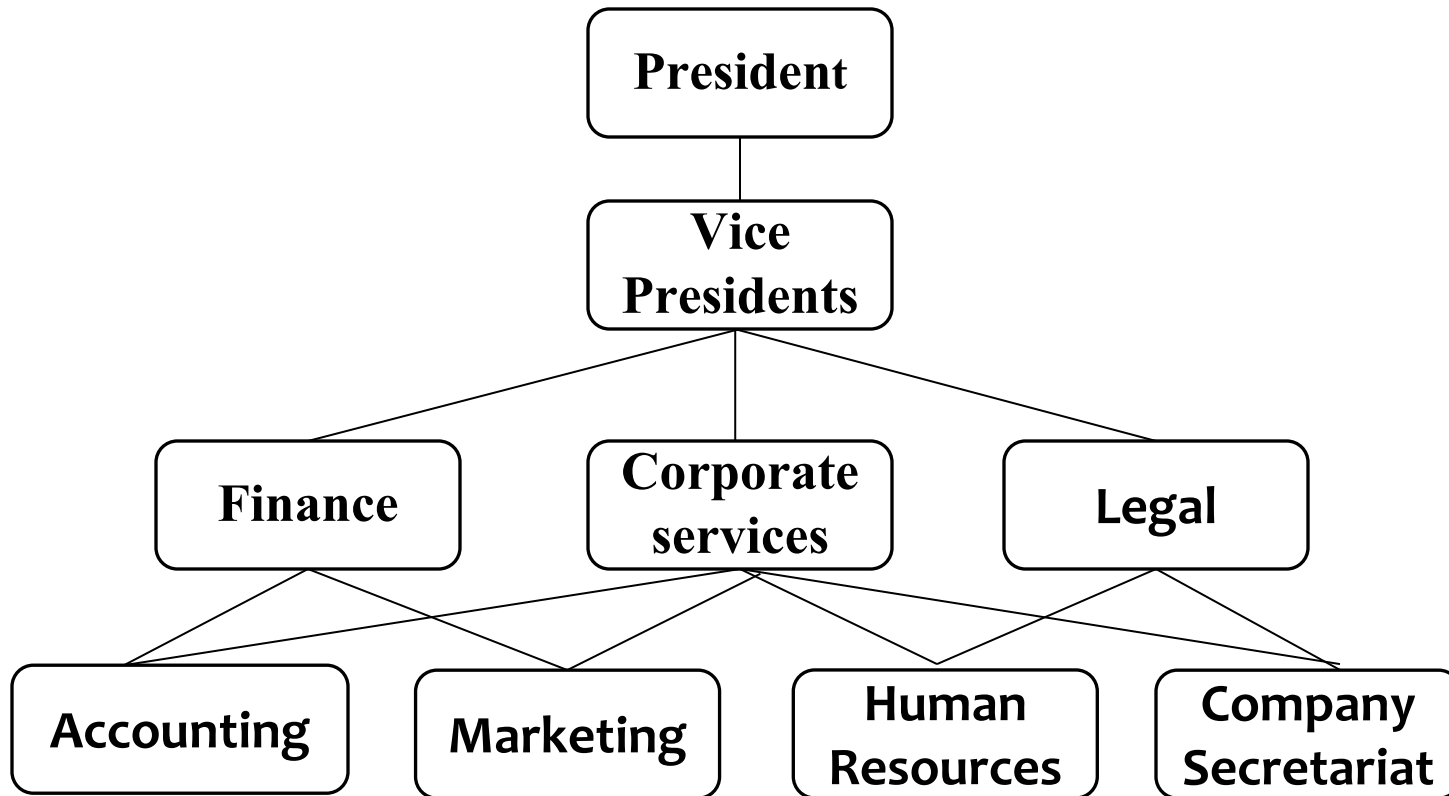
**FUTURE
STAKES**

PROFITABILITY

Structures that will drive the Mission

- Setting up Strategic Business Units (departments /divisions)
- Hierarchical distribution of levels
- Position and role responsibility
- Organizational chart

ORGANIZATIONAL CHART



MANAGEMENT AND EMPLOYEE RELATIONS

SHRM has adopted a cross functional approach that has expanded its scope of employee and Management concerns:

- Employee empowerment; Recognition and acceptance of employee initiatives
- Open management style: Management strategies shared with employees at retreats and team work and viewed as critical success factors.
- Progressive HR practices can gradually earn trust for Management as against Union membership

MANAGEMENT AND EMPLOYEE RELATIONS (CONT.)

- Management operatives undergoing a paradigm shift from strict compliance to participatory techniques
- Flexibility; Management becoming more and more aware of change Management and encouraging employees to willingly adapt to the new situations
- The treatment of employees as human resource rather costs
- Managers seen as line operatives rather than Personnel Managers(to lead by example rather than by control)

HR POLICIES

Strategic integration of employees through an embodiment of policies designed to achieve organizational goals such as :

- Policy on Recruitment and manpower plan
- Policy on Learning and development
- Policy on Appraisal
- Policy on Promotions and succession plan (Talent hunting)
- Policy on transfers and redeployment

HR POLICIES (CONT.)

- Policy on loans
- Policy on employee welfare and compensation
- Policy on leave
- Policy on medicals
- Policy on conduct

ORGANIZATIONAL CULTURE

- Enabling employees to develop spirit of internalization and ownership of organizational goals and objectives
- Establishing employment relationship that aligns individual interest to organizational goals
- Creation of a distinct identity for employees of an organization (branding)
- Promotion of common values that are conducive to growth
- Upholding business ethics(whistle blower)
- Formulation of an organizational credo.

e-HR and Strategic Human Resource Management

Definition

e-HR is the electronic management, coordination, administration and regulation of HR policies, processes and data.

- e-HR as a developmental tool of SHRM: *accuracy, efficiency, cost saving, innovative, informative etc*
- Complexity of application: *intergration with other softwares, understanding the different modules, continuous upgrades and training*
- Security of information stored: *data mining, data theft, hacking, cyber attack, cloud computing downside*

- Employee privacy abused through electronic monitoring
- Use of biometric data as HR process: *clocking in, staff profile, employee medical records etc*
- Legal implication of e-HR to employees: protection of their rights
- Future of e-hr in SHRM: greater efficiency in data management, cost savings on overheads, availability of artificial intelligence, telepresence ,increase in productivity etc

Conclusion

Strategic human resource management in modern times has attempted to provide organizations and human resource practitioners with a competitive advantage on the analytical and systematic coordination of business activities through the utilization of its most critical resource base ie the **Human capital**.

Consequently leveraging the ever changing and advancing technological trends with strategic human resource practices will go along way in improving business performance and driving organizational goals.



THANK YOU