

Week 7: Explore Human Resources: Task 3 – Coaching Manager and Other Business

Leaders

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Management

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Task 3 – Coaching Manager and Other Business Leaders

Introduction

Over the years HR department has become strong strategic partners within an organization by providing functions such as recruitment, training and development and retention. To be strategic, HR department works directly with all levels of management to help with the strategy and the growth of the company to meet their vision. A very important aspect is talent acquisition, having the right people in key roles within the company is vital to the success and growth of any company. Performing this function includes preparing a job description, recruiting and then setting compensation. A crucial tool used by many HR departments is the process of job evaluations and performance review. These aspects of the HR Department make sure that the employees are performing the specific task for their job description proficiently and per the company's guidelines, as well as being able to determine whether the employees deserve a raise or any other compensation for their performance.

Human resources are a critical part of an organization to keep the company functioning and profitable they are an important part of finding the right employees, with the right skills and qualifications to fit in open positions. All organizations have a compensation plan in which to satisfy the employees to generate productivity. Compensation plans need to be tied to an organization's strategic mission and should take their direction from that mission. They must support the general business strategy, for example: innovation and cost leadership. Compensation will be given considering the organization's budget and most importantly the required performance and productivity to achieve organizational goals. Taking an approach like this will align the compensation interest of managers and employees.