

Unit 8

Human Resource Management Strategies

Human Resource Management Strategies

- **Human Resource**

Mean of knowledgeable people the ability to work together to achieve organizational goals



To be successful, one must know how to choose the right strategy to perform the job.

Human Resource Management Function

It consists of 3 main functions

1. **Selection staff**
2. **Human Resource Development**
3. **Retention employee**

1. Selection staff

- **Job Analysis**
- **Man Power Planning**
- **Recruitment Staff**

Selection staff

It is that the organization has selected employees from applicants who have the qualifications, skills, and abilities required by the organization to work in human resources, which must be taken into account.

1. (Job Analysis)

It is a process that determines the skills, knowledge, duties, and abilities needed to work in any one organization.

Selection staff

It is a comparison process based on human resource requirements.

with the preparation of the organization in the number of employees

and prepare information for the recruitment process

and other duties to obtain the required number of employees, skills when needed.

Selection staff)

- **3. Recruitment Staff)**

It is an organization's movement to incentivize talented applicants.

and skills as required to apply for vacant positions

to make the organization achieve its objectives in business operations

2. Human Resource Development

- **Human Resource Development**

together with

- **Training**
- **Development**
- **Career Planning**
- **Organization Development**

Human Resource Development

- Training)
- Personnel Development
- Career Planning

3. Retention employees

In order for the organization to maintain the condition of employees with good qualifications in the organization

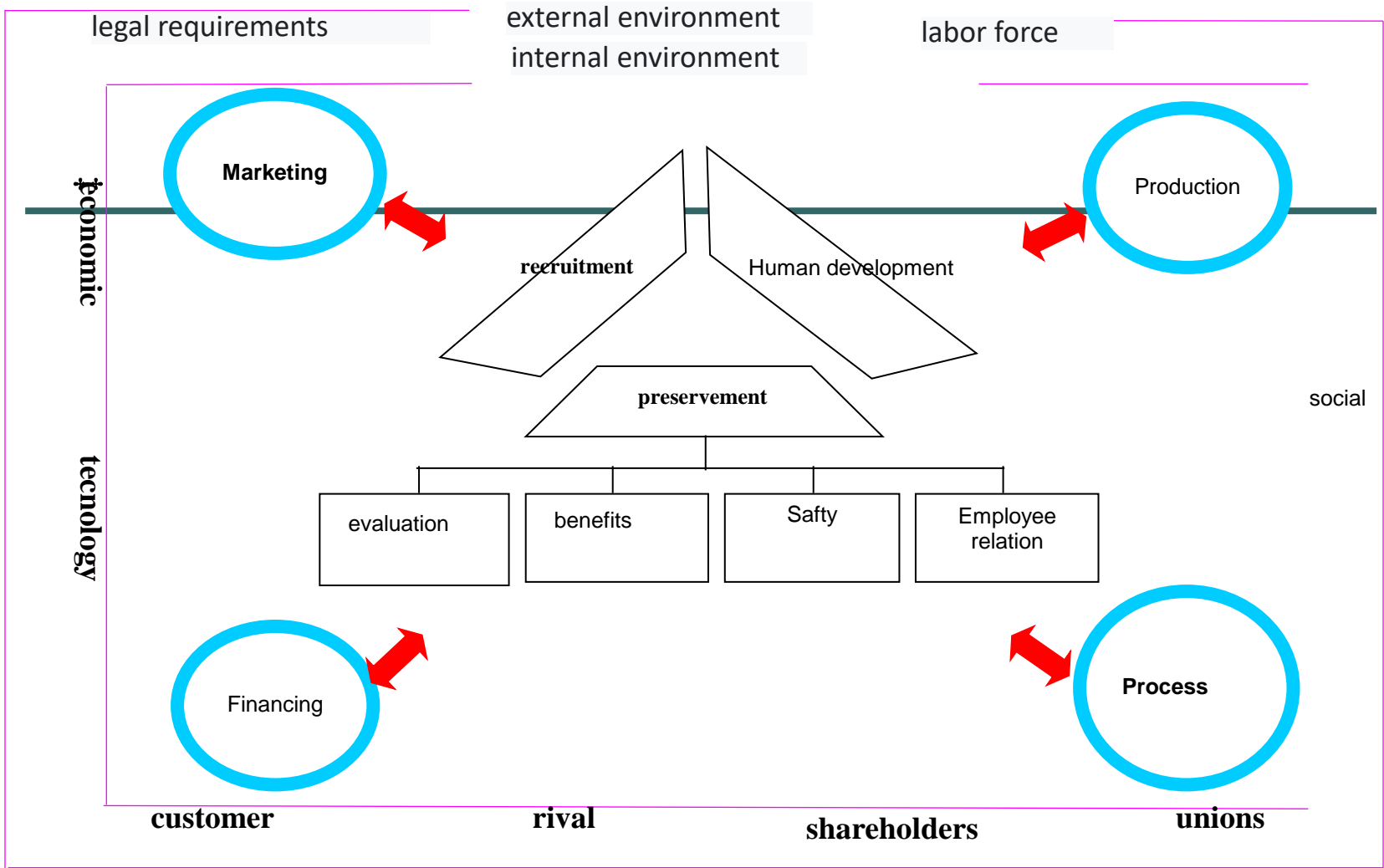
- performance appraisal

- Compensation Wage Management safety and health

- Employee Relations and human resources research

The Retention employees

- - Appraisal)
- - Compensation and Benefits
- - Safety and Health
- - Employee and Labor Relation



environment affecting human resource management

picture 2 from: Mondy, Noe and Premeaux. 1995:30

environment affecting human resource management

- **The Labor Force**
- **Legal Consideration**
- **Society**
- **Unions**
- **Shareholders**
- **Competition**

สิ่งแวดล้อมที่มีผลกระทบต่อการจัดการทรัพยากรมนุษย์

- Customers)

- (Technology)

- เศรษฐกิจ(Economic)

Role of Human Resource Management

- **The Human Resource Manager**

- Share Service Center(SSC)**

Acting as a center for various services work instead of human resources General tasks have been delegated to the service center to be responsible for such as payroll, recruitment assistance.

Role of Human Resource Management

- **Outsourcing Firms**
- **Line Manager**

(Human Resource Designation)

Human Resource Specialist

○ human resource executive

● Generalist

● Specialist

Human resource duties in each size of the organization

- **Human Resources Duties in Small Businesses**
- **Human Resource Duties in Mid-Sized Businesses**
- **Human Resource Duties in Big Business**
- **An Evolving HR Organization**

Strategic Planning

Human Resource Planning

Forecasting
Human Resource
Requirements

Comparing
Requirements
and Availability

Forecasting
Human Resource
Availability

**Demand
=
Supply**

**No
Action**

**Surplus
of Workers**

**Restricted Hiring,
Reduced Hours,
Early Retirement
Layoff, Downsizing**

**Shortage
of Workers**

Recruitment

Selection

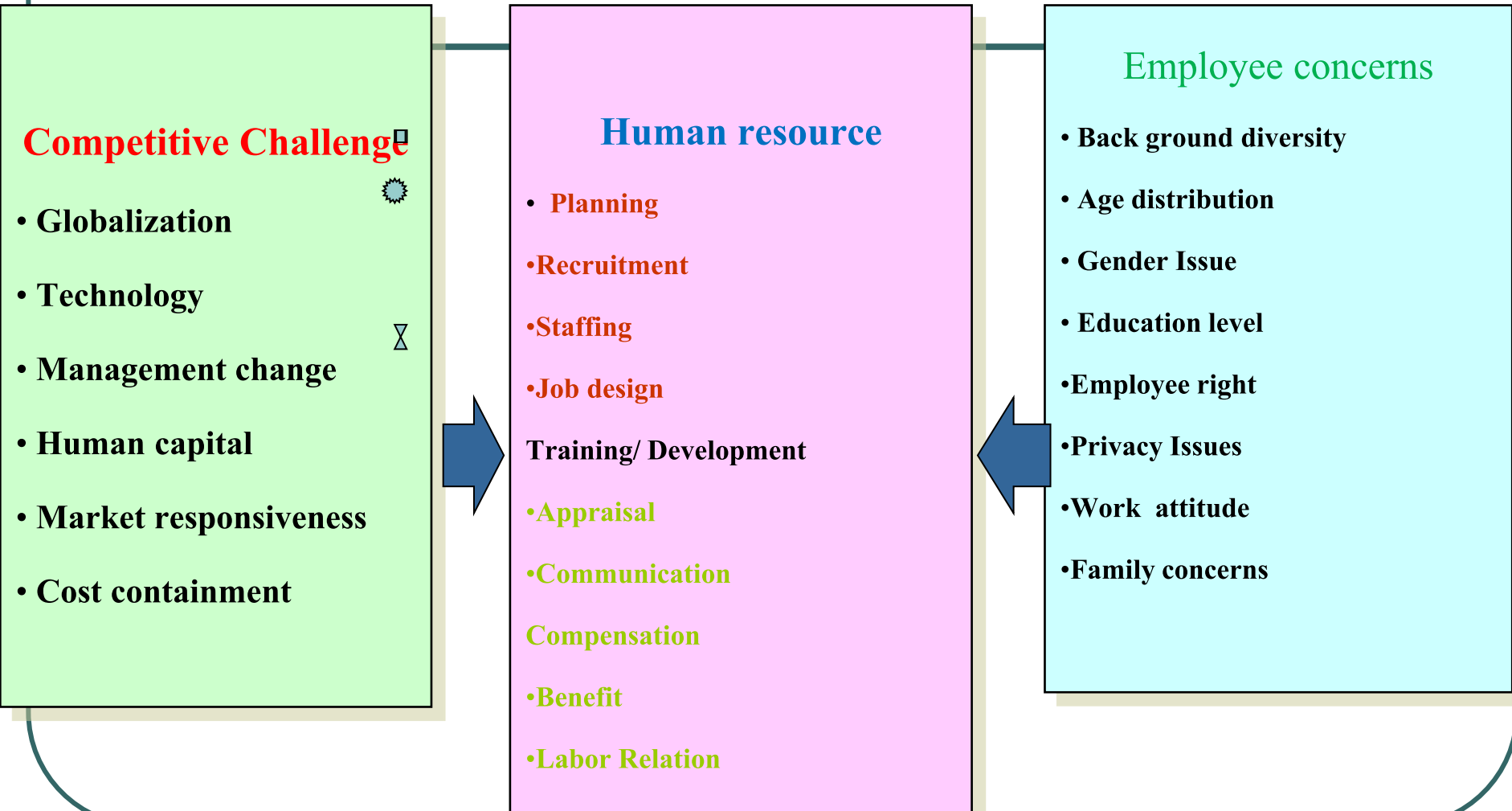
Frame Work for Human resources Management

External Environment	Competitive Challenge	Human Resource Function	Concern Employee
<ul style="list-style-type: none"> - (Legal Considerations) - Society - Union - Shareholder - Competition - Customers - Technology - The Economic 	<ul style="list-style-type: none"> - Globalization -Change <ul style="list-style-type: none"> - Technology -Management - Human capital - Market responsiveness - Cost containment 	<ul style="list-style-type: none"> -recruitment - development - preservment *Appraisal *Compensation and Benefits *Safety and Health *Employee and Labor Relation 	<ul style="list-style-type: none"> - Family Concern -Background Diversity -Education Level -Age -Gender - Employee Right -Privacy Issue - Work Attitude

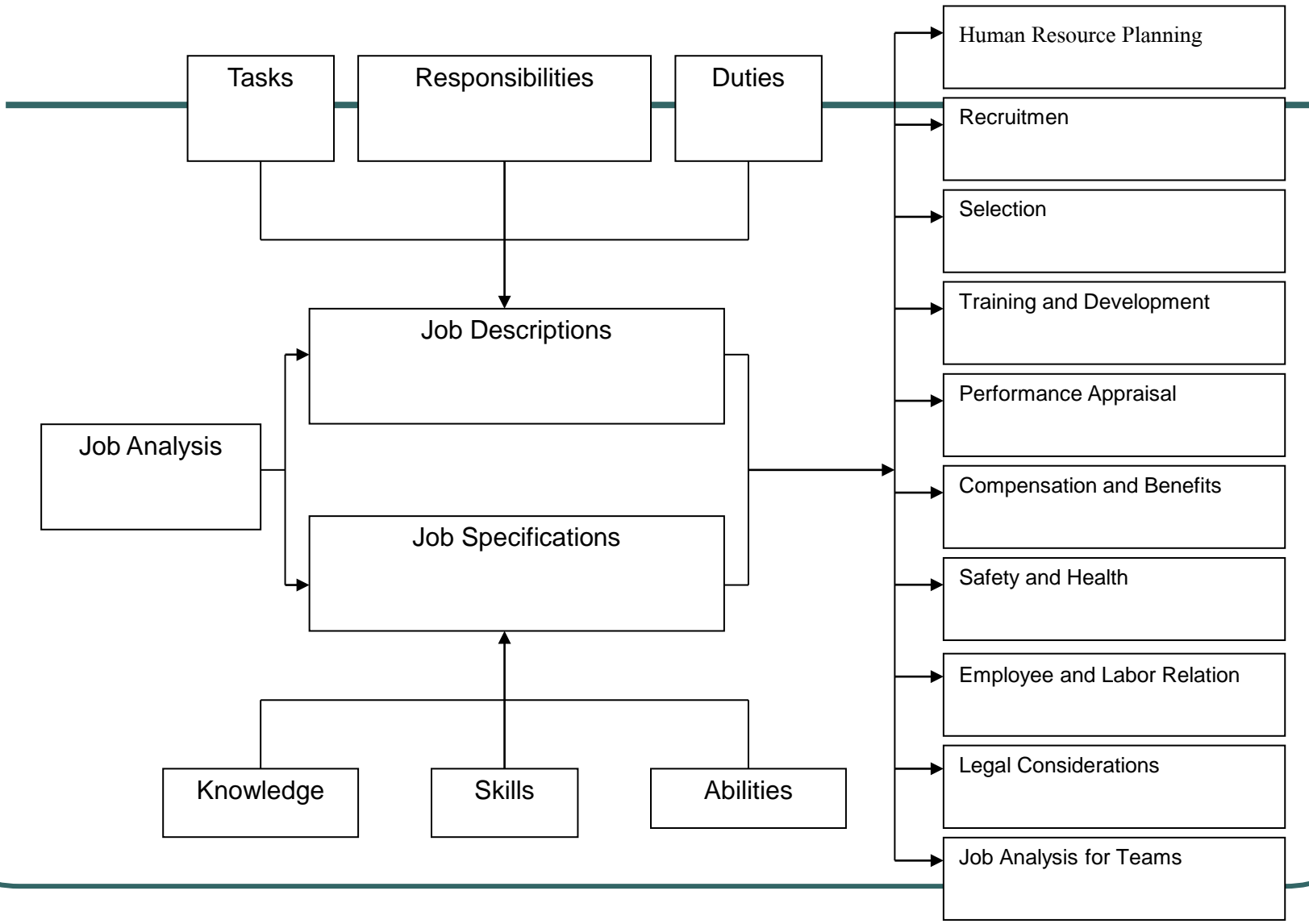
Picture 3 Human Resource Work Structure

HRM :

Overall Frame Work for Human resources Management

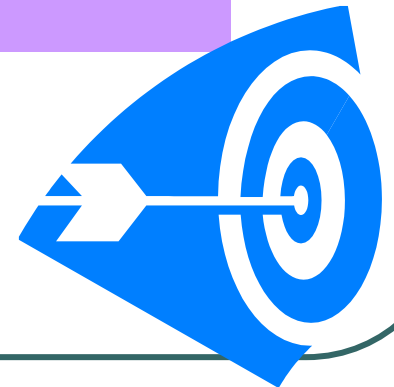


การวิเคราะห์งาน : เครื่องมือการจัดการทรัพยากรมนุษย์เบื้องต้น

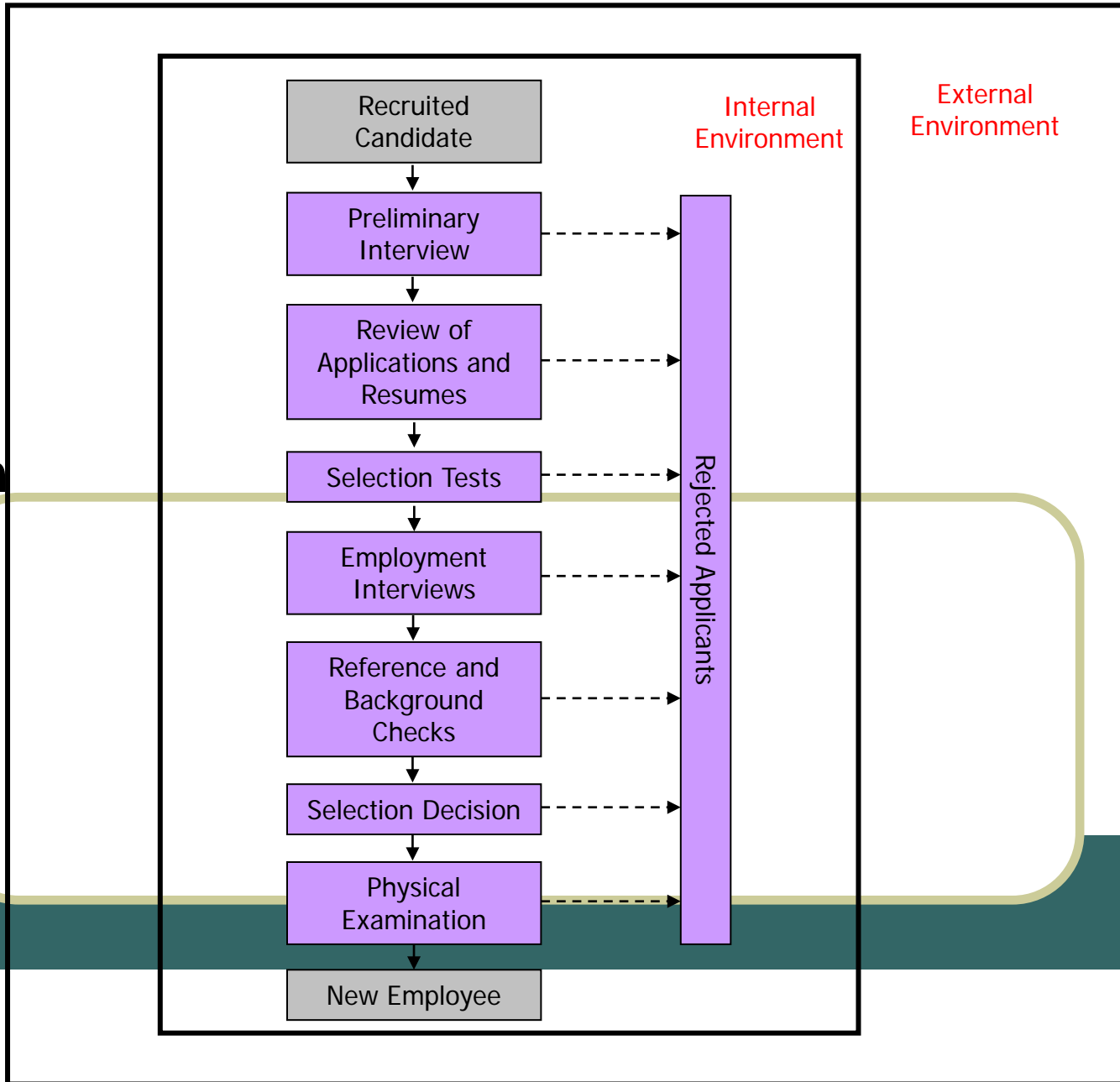


Alternative to Recruitment

- **Outsourcing**
- **Contingent Workers**
- **Employee Leasing**
- **Overtime**



Selection Process



O= Occupation

Unsafe Act

S= Safety

safety

Unsafe condition

H= Health

environment

A= Act

body

serious

