



Human Resource Management (HRM)

Mgr. Dagmar Halová

Today's Topic

- Introduction
- The Role of HR in the Organisation
- Strategic HR management
- HR planning





Introduction

Nice to meet you 😊

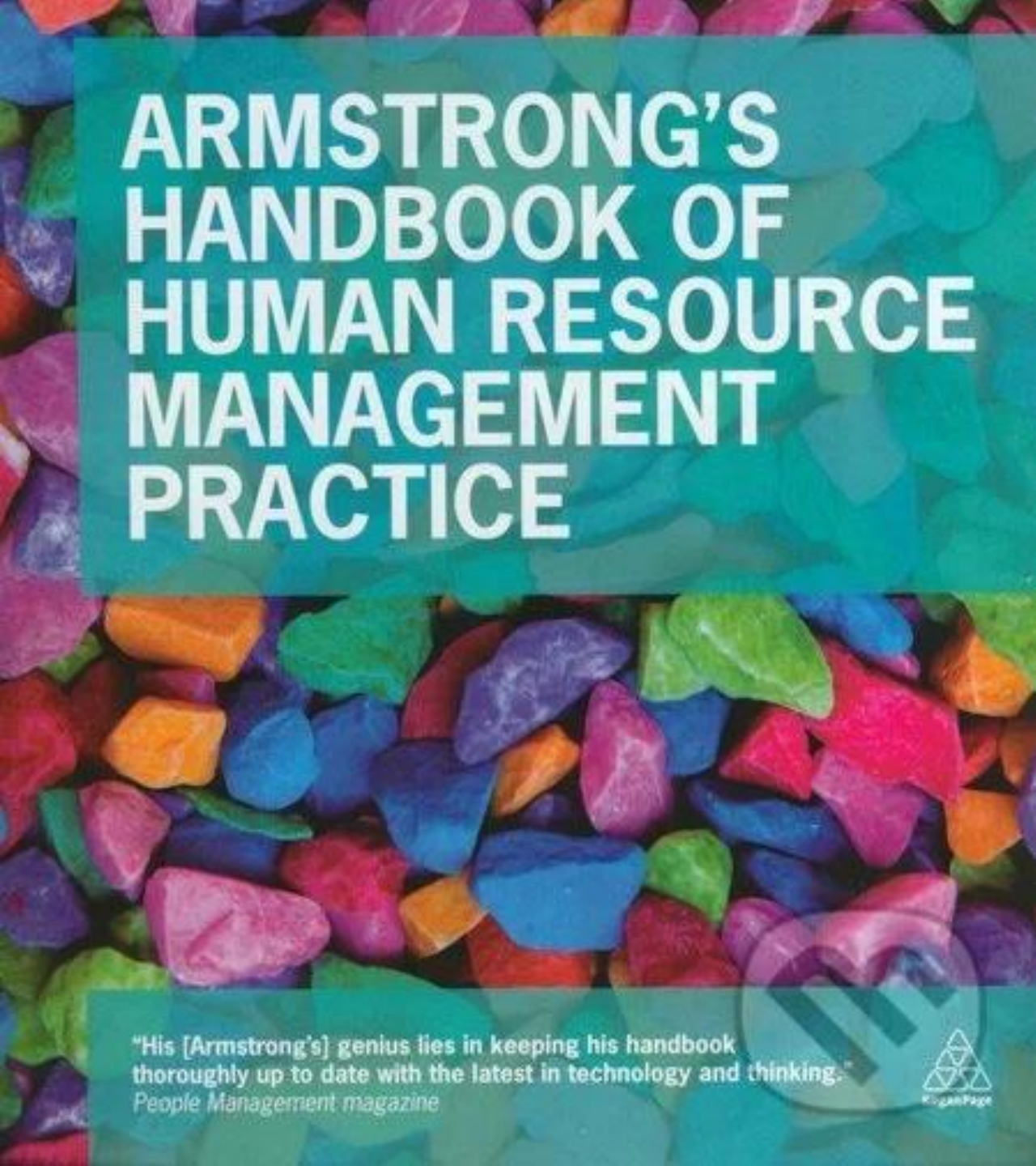
- Mgr. Dagmar Halová
 - Researcher
 - Teacher
 - Entrepreneur
- And you?
 - What is your name?
 - What do you study?
 - Have you ever taken an HR course?
 - Do you have any experience in HR?

Successful competition of the course

- No more than 2 missed lessons
 - If you cannot attend the lesson, let me know at least one day in advance (except for urgent problems)
- Active participation in lessons
- Timely submission of assignments (deadline every Saturday 23:59)
- Multiple-choice test (two questions per topic, at least 70 % of correct answers)
- Presentation of the project
- Effective communication

Basic literature

- ARMSTRONG'S HANDBOOK OF HUMAN RESOURCE MANAGEMENT PRACTICE, 13th edition, by Michael Armstrong and Stephen Taylor is published by arrangement with Kogan Page Limited, London, United Kingdom, 2014.



ARMSTRONG'S HANDBOOK OF HUMAN RESOURCE MANAGEMENT PRACTICE

"His [Armstrong's] genius lies in keeping his handbook thoroughly up to date with the latest in technology and thinking."
People Management magazine



KoganPage



The role of HRM in the organisation

What is the purpose
of HRM?



Definition of HRM

- All activities related to the management of employee relations in the organisation (Boxall a Purcell, 2003)
- Human resource management is a managerial approach to harnessing the efforts, skills and commitment of people to perform the required work in a way that ensures the organisation's future prospects (Watson, 2010)

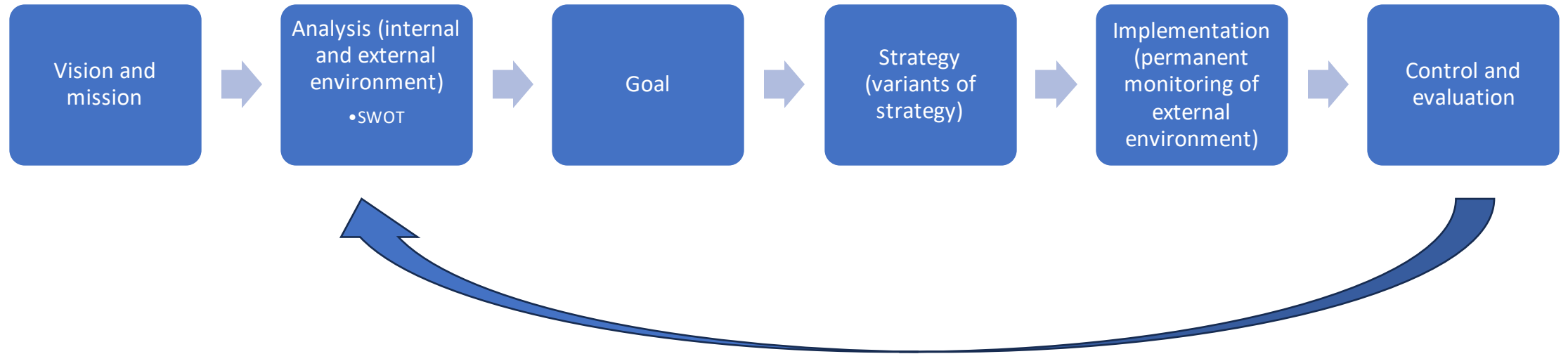
Goals of HRM

- Support the achievement of the organisation's strategic objectives by developing and implementing HR strategies in line with the organisation's strategy (strategic HRM);
- Contribute to the development of a high-performance culture;
- To provide the organisation with talented, skilled and committed people;
- Strive to create positive working relationships and build mutual trust between management and employees;
- Promote an ethical approach to people management.



Strategic HR management

The process of strategic management



Strategic Human Resource Management

- Involves making strategic decisions and setting strategic priorities. The essence of of strategic human resource management is achieving strategic alignment between strategy the organisation and the human resources strategy so that the human resources strategy supports the implementation of the organisation's strategy.

Specific HR Strategies

Human capital management	gathered, analysed, and presented intelligence reporting on developments in value-added areas, particularly in the area of human resources management, strategic investment, or operational decision-making.
Knowledge management	the creation, acquisition, acquisition, sharing and use of knowledge for to improve the learning process and achieve better performance.
Social responsibility	applying an ethical approach to managing the organisation with a positive impact on society and the overall environment of the organisation.
Engagement	developing and implementing policies aimed at raising the level of identification of people with their work and the organisation.
Organisational development	planning and implementing programmes aimed at improving effectiveness organization in terms of its overall functioning and response to change.
Human Resource Management	attracting and retaining high quality people.
Talent Management	securing talented people to achieve organizational success.
Learning and Development	creating an environment in which people are driven to continuously learning and development.
Rewarding	defining what the organisation wants to do in the long term when designing and implementing reward policies and practices that will support the achievement of business objectives and meet stakeholder needs.
Employee relations	defining the organisation's objectives for managing relations with employees and trade unions.
Employee Satisfaction	meeting the needs of employees related to creating and maintaining a pleasant, safe and healthy working environment environment.

Components of strategic human resources provision



Human Resource Planning



Creating an employee value proposition and employer brand



Human Resource Plans



Stabilisation plans



Flexibility plans

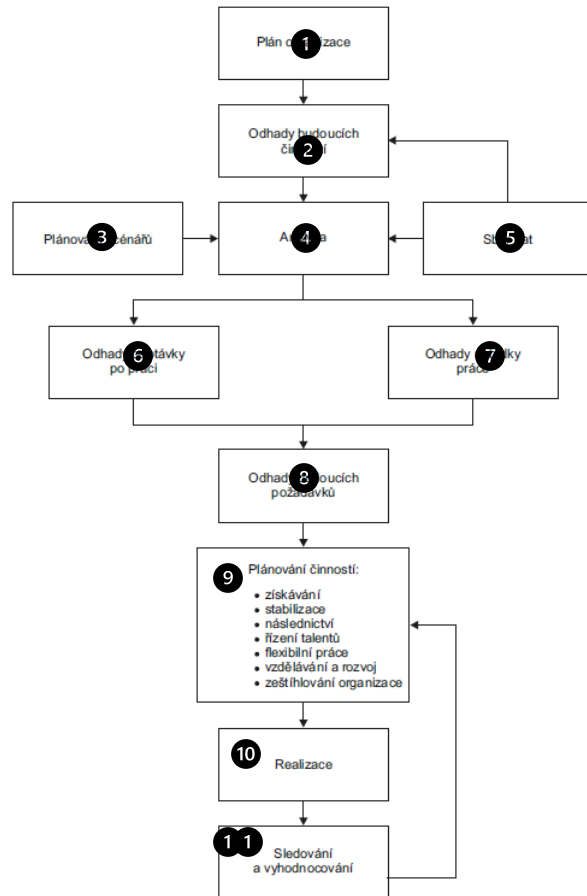


Talent management



HR planning

Human Resource Planning Process



- 1) Plan of the organisation
- 2) Estimates of future activities
- 3) Planning of scenarios
- 4) Analysis
- 5) Data collection
- 6) Estimates of demand for job vacancies
- 7) Estimates of offer job vacancies
- 8) Estimates of future requirements
- 9) Planning of activities
 - Stabilization
 - Succession
 - Talent management
 - Flexible working
 - Training and development
 - Organizational learning
- 10) Realisation
- 11) Evaluation

Case study



Read the story of a fictive company



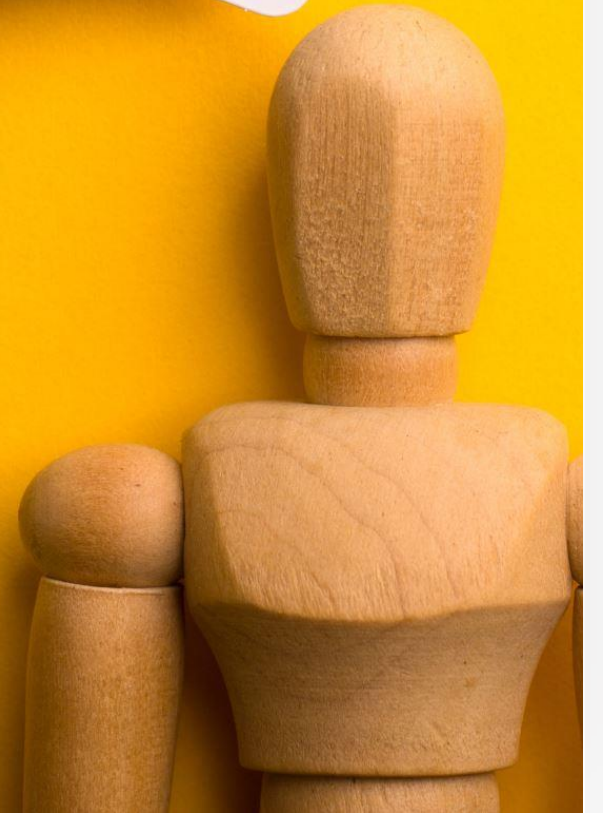
Think about its problems



Discuss strategic recommendations

Summary

What have you learned today?



Homework



Part of the final project



Create a case study

Use real organisation or create a fictive business

Define its vision and strategic goals



You are going to work with this case study during the whole semester and solve particular HR tasks with it



Thank you for your attention

dagmar.halova@mvso.cz