

HR in SME

XASMB Small and Medium-Sized Business

The background is a solid teal color. It features several organic, cloud-like shapes in a lighter shade of teal. Some of these shapes are filled with a pattern of small white dots. The dots are arranged in a grid-like pattern within the shapes. The overall aesthetic is modern and minimalist.

Tutorial

Homework discussion

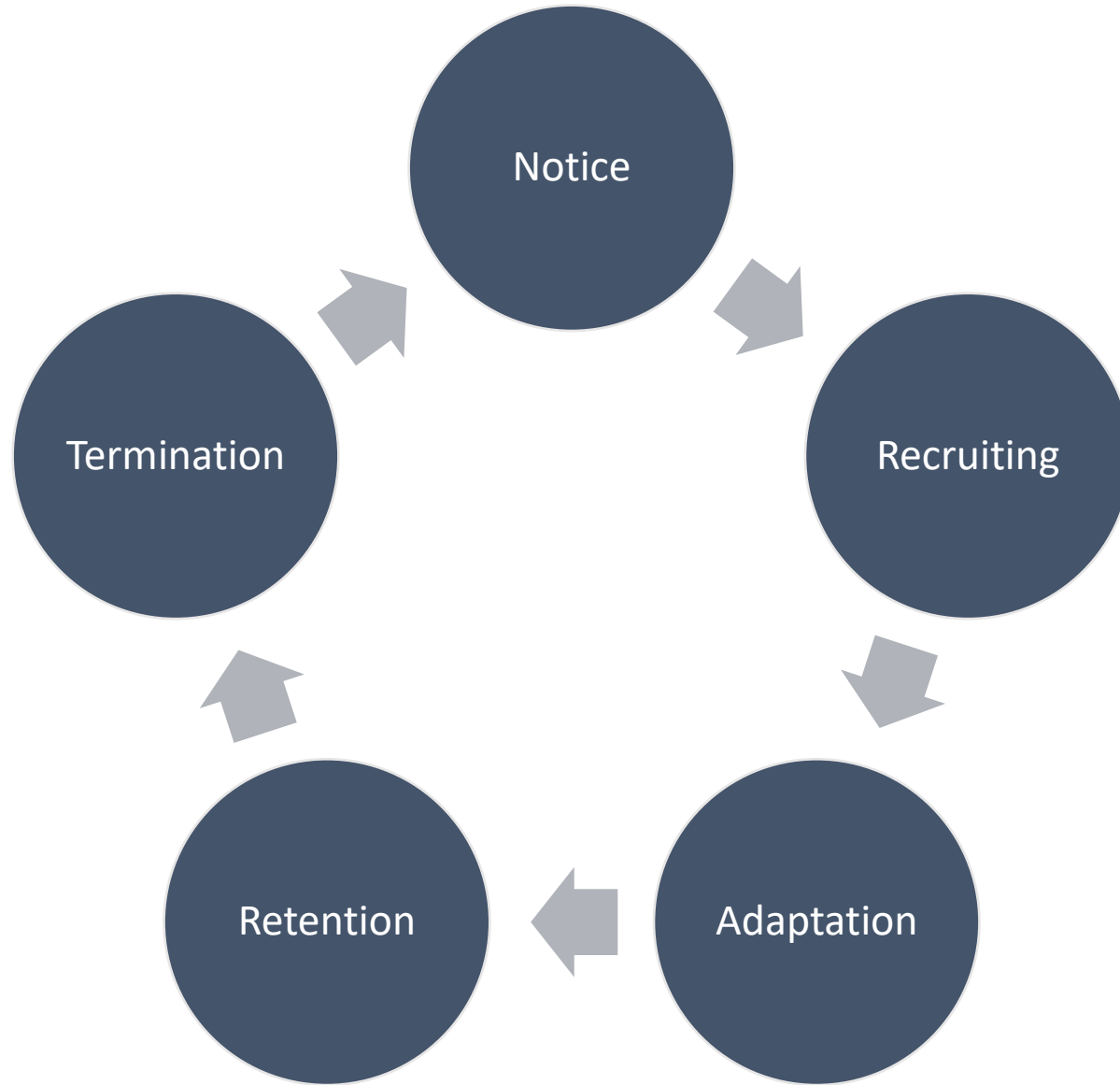


Lesson

HR in SME

Specifics of HRM in SME

- Limited human resources
- Simple procedures and processes
- More commitment from owners
- Flexibility and fast reactions
- Lower specialisation
- Importance of corporate culture and values
- More multifunctional roles
- More personal interactions



Employee
lifecycle

Notice: Employer branding

- Personal contact
- Corporate culture and values
- Less financial resources
- Local approach
- Visualization
- Credibility

Recruiting

- Limited resources
- Multifunctional employees
- Personal contact
- Fast decision making
- More emphasis on the corporate culture and values
- Local labour market
- Personnel marketing
- Credibility and personal brand

Adaptation

- Smaller organisational structures
- Multi-purpose employees
- Limited resources
- Personal interaction
- Faster engagement
- Company culture
- Feedback

Retention

- Creating a positive work culture
- Growth opportunities
- Fair and competitive remuneration
- Work and life balance
- Employee engagement
- Mental health support
- Careful employee selection
- Inclusion of new employees
- Monitoring employee satisfaction
- Rewards and recognition

Growth and development

- Career planning
- Vocational training
- Mentoring and coaching
- Regular feedback
- Succession planning
- Flexible working models
- Stimulating work environment
- Employee engagement
- Career development plans
- Maintaining work-life balance

Outplacement

- Contract with an external provider
- Incorporation of outplacement into the redundancy process
- Individual counselling
- Seminars and workshops
- Job search support
- Psychological support
- Progress monitoring
- Consideration of employee input

Summary

- What have you learned today?

Homework

- Choose one phase of the employee lifecycle and think about how you would deal with the topic in your business.
- Upload it into Information System
- Deadline: 13.11.2024, 23:59



Thank you for your
attention

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