Resource Assignment Paper

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**Introduction**

Resource (HR) management is a formal system that is utilized to manage individuals within an organization, these employees use policies, regulations, and rules to guide HR issues (Valentine et al., 2017). Recruitment, onboarding and retention has evolved into a team dynamic. Recruitment is an imperative piece of the puzzle and now falls onto HR to find the right candidates, ensure they are a good match for the position, and work to actively onboard these candidates. This is all done through strategic planning, recruitment, and job analysis in a team approach.

**Strategic Planning**

Companies follow many strategies with their organizations to reach goals set by the organization. Completing strategies allows companies to successfully grow and survive in a highly competitive world. HR is no exception to defining organization strategies and strategic planning within an organization is an imperative process.

Strategic planning is the process of defining organizational strategy, or direction, and allocating resources (capital and people) toward its achievement. Successful organizations engage in this core business process on an ongoing basis. This learning objective discussed by Valentine et al., (2017) refers to strategic planning as the process of organizations creating strategy, direction and allocating both capital and individual resources towards achievement.

My question to the HR expert was “how does HR participate in strategic planning within their organization?” She had stated that her role often with the HR strategy is looking at recruitment, she focuses much of her energy on the recruiting of employees. Their focus on planning for recruitment was customer service. Not normally customer service, but potential employee customer service. Much discussion within her organization is about the opportunity to appear polished and organized for recruits. Presenting potential recruits with the best customer service possible to invest buy in from them. To do this the monitored response times, thank you emails, and follow up even if the employee did not receive the specific position they interviewed for in hopes to keep on good terms and build a relationship for another or future position within the company.

Creating strategy relates to long-term planning and promoting the organizations missions and goals. One of the first stages of strategies is to identify those missions and promote the benefits that the organization brings to its communities (Matei, 2013). Including HR into these strategies helps them promote the organizations benefits to the external workforce and potential recruit applicants.

**Ever Changing Workforce**

Valentine (2017) also discuss a learning objective of recognizing that the work force is changing in unpredictable ways. Part of the HR job detail is to understand and adjust to those changes. HR works with professionals every day that are in current positions or looking for work and their goal is to create jobs that are desirable and attractive to hire employees (Valentine, 2017). The HR expert I spoke to stated part of her position is to create an appeal to the position to not only attract employees to apply, but to also onboard them into the positions. She stated that it can be difficult as it’s unpredictable to know always what individuals are looking for or what their expectations or needs are and that even once she think she figures it out many of those needs change. HR goal really is to motivate individuals towards positions that seem like the best fit and are desirable to certain individuals. Part of reaching the right networking platforms and reaching potential qualified candidates is using social media including twitter, Hulu, Facebook, and YouTube (Mitchell, 2009). Using external media sources can help pair the right potential employee with the best fit position.

**Job Analysis**

Finding the right candidate during the recruitment phase for HR also includes understanding and implementing job analysis. Valentine (2017) learning objectives also include describing job analysis and the stages within the process. The HR expert stated that for every position that is posted within the organization a specific job analysis is created for that position. This analysis includes specific for the job from educational background, expected shift hours, career background and many other specific tasks associated with that position. This part of the job analysis goes hand in hand with making the right placement for the right potential employee. Having HR complete the job analysis and initial recruiting process with the applicant based off the job analysis allows team collaboration from leadership and HR. It allows the leadership to specify what they are looking for and what candidate requirements they are in search of and then puts it into the HR recruiters hand to seek out and place the candidates. Studies have shown that by blending accurate job analysis with leaderships will produce better prospects and a more successful executive (Pavur, 2010).

The HR expert stated that years ago the employers would filter through many applicants on their own with not much HR feedback, but the current process now is that the job analysis gets sent to the leadership. She stated that HR currently in her organization will complete a HR interview with applicants prior to them even meeting with the employer. She states that based off the job analysis they will perform their own interview to verify that the candidate is the right fit for the position. This interview feedback then gets sent on to the leadership team for another evaluation and at that point an interview may be set up with the leadership, if they feel from the HR interview the candidate is a good match for their open position.

**Analyze Human Resource Practices**

To ensure that HR is completing the tasks assigned to them and ensuring that the process is benefiting the organization it’s important to identify how organizations can measure and analyze HR management practices and the effectiveness, Valentine et al., (2017) discusses this as another learning objective. Efficiency is how operations are carried out and to what degree, it can be a short-term measure that compares input and costs (Valentine, 2017). The HR expert that I interviewed stated that the HR effectiveness is consistently being evaluated and the ability of them to produce desired outcomes. It is important for companies to measure HR financial and operational measures to ensure that their performance is on key and there is value in their business practices (Valentine, 2017). By completing analysis, the data can be acknowledged for new knowledge that can result in competences of interest and support of the organizational strategy (Garrido, Silveria, & Silveria, 2018).

**Conclusion**

In conclusion Human Resources have taken on a large role in the recruitment section of organizations. They are the resource to ensure that applicants meet the employers expectations and allow for pre-screening to ensure they are the right fit before moving forward with the onboarding process. HR aides by working on job-analysis assessments and recruiting qualified candidates. HR also is analyzed consistently to ensure they are being used to their full potential. By having HR involved in the hiring process it allows a different approach, a different set of eyes and an analysis to ensure candidates met their employers expectation and vice versa.

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