

Organizational Change at Amazon

Amazon's organizational change is a prime example of how a company can successfully navigate a major shift in its structure and operations. The company's focus on customer-centricity and operational efficiency led to a series of strategic changes, including the adoption of a flat organizational structure and the implementation of a new performance management system. These changes were implemented through a combination of top-down communication and employee engagement, resulting in a more agile and responsive organization.

Recruitment Strategy

Recruitment strategy is a critical component of human resource management. It involves identifying the organization's needs, determining the sources of potential candidates, and implementing effective recruitment practices. A successful recruitment strategy should be data-driven, targeted, and aligned with the organization's overall business strategy. Key elements include job analysis, sourcing, selection, and onboarding.

Re-sharing

Re-sharing is a practice where employees are assigned to different roles or departments within an organization. This can be done for various reasons, such as to fill a skill gap, to provide cross-functional experience, or to address organizational changes. Re-sharing can be a valuable tool for developing a versatile workforce and improving organizational flexibility.

Ethics

Ethics in the workplace refers to the moral principles and values that guide employee behavior. It is essential for organizations to establish a strong ethical culture to ensure the well-being of their employees and the success of their business. Key ethical considerations include honesty, integrity, respect, and fairness. Organizations should implement clear ethical guidelines and provide training to ensure all employees understand and adhere to these standards.

HR Metrics

HR metrics are key performance indicators used to measure the effectiveness of human resource management practices. These metrics provide valuable insights into various aspects of the HR function, such as recruitment, training, and employee engagement. Common HR metrics include time-to-hire, cost-per-hire, turnover rate, and employee satisfaction scores. Regular monitoring and analysis of these metrics can help organizations identify areas for improvement and optimize their HR strategies.

Cultural Differences

Cultural differences in the workplace refer to the variations in values, beliefs, and behaviors across different organizational units or geographical locations. Understanding and managing these differences is crucial for fostering a cohesive and inclusive work environment. Organizations should promote cross-cultural communication, provide cultural training, and encourage respect and appreciation for diversity. This helps in reducing misunderstandings and enhancing collaboration among employees from diverse backgrounds.

Changes in work preferences

Changes in work preferences refer to shifts in how employees want to work. These changes can be driven by various factors, including generational differences, technological advancements, and the desire for a better work-life balance. Organizations should be proactive in identifying these changes and adapting their work environments and policies accordingly. This may include offering flexible work arrangements, investing in employee development, and creating a more supportive and collaborative work culture.

Outsourcing

Outsourcing is the practice of contracting out certain business functions to external service providers. This can be done for a variety of reasons, such as to reduce costs, improve efficiency, or to access specialized expertise. Common areas for outsourcing include IT services, customer support, and manufacturing. Organizations should carefully evaluate the risks and benefits of outsourcing and ensure that the selected provider meets their quality and security requirements.

Work practices on the increase

Work practices on the increase refer to trends in the workplace that are becoming more prevalent. These practices often reflect changes in employee expectations and organizational needs. Examples include the use of remote work, flexible schedules, and a focus on employee well-being. Organizations should embrace these trends and implement policies that support these new work practices to attract and retain top talent.

Changes in work practices

Changes in work practices refer to shifts in the way work is done within an organization. These changes can be driven by technological innovation, market demands, and the need for greater agility. Organizations should regularly assess their work practices and make adjustments as needed. This may involve adopting new tools and technologies, reorganizing teams, and encouraging a culture of continuous improvement and innovation.

Changes in work patterns

Changes in work patterns refer to shifts in the timing and structure of work. These changes can be influenced by factors such as the rise of the gig economy, the demand for flexible work arrangements, and the impact of the COVID-19 pandemic. Organizations should be flexible in their work patterns and offer options that accommodate different employee needs and preferences. This can help in maintaining high levels of productivity and employee satisfaction.

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Termination, dismissal and redundancy

Termination, dismissal, and redundancy are legal processes for ending an employment relationship. Each process has specific requirements and procedures that must be followed to ensure compliance with labor laws. Organizations should have clear policies and procedures in place for these processes and should consult with legal counsel to ensure they are followed correctly. It is important to handle these situations with sensitivity and respect for the affected employees.

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Types of Appraisal

Types of appraisal refer to different methods used to evaluate employee performance. Common types include self-appraisal, peer appraisal, and 360-degree appraisal. Each type has its own strengths and weaknesses, and organizations should choose the most appropriate method based on their needs and goals. Regular appraisals are essential for providing feedback, identifying areas for improvement, and setting performance goals.

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Human Resource (HR) Management or (HRM)

Human Resource Management (HRM) is the strategic approach to the effective management of an organization's human resources. It involves a range of activities, including recruitment, training, performance management, and employee relations. HRM is essential for ensuring that the organization has the right people in the right roles, with the necessary skills and knowledge to achieve its business objectives.

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Labour Turnover

Labour turnover refers to the rate at which employees leave an organization. It is a key indicator of employee satisfaction and organizational health. High turnover rates can be costly for organizations, as they may need to invest in recruitment and training to replace departing employees. Organizations should identify the reasons for high turnover and implement strategies to reduce it, such as improving employee engagement and providing opportunities for career development.

Appraisal

Appraisal is the process of evaluating an employee's performance against set objectives and standards. It is a key tool for providing feedback, identifying areas for improvement, and setting performance goals. Organizations should implement a fair and consistent appraisal process that involves input from multiple sources, such as self-appraisal, peer appraisal, and 360-degree appraisal. Regular appraisals are essential for ensuring that employees are performing at their best and contributing to the organization's success.

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Internal and External factors that influence human resource planning

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Humana Inc.: Managing in a Changing Industry

- Human resource planning
- Labour turnover
- Factors that influence HR planning
- Recruitment
- Training
- Dismissal and redundancy
- Work pattern changes
- Outsourcing, offshoring and re-sharing

Do HR training and development questions.

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Zygon

Zygon is a company that has implemented a variety of HR practices to support its business goals. These practices include a focus on employee development, flexible work arrangements, and a strong commitment to diversity and inclusion. Zygon's HR strategies have helped it attract and retain top talent, leading to sustained growth and success in a competitive market.

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People are a businesses most valuable resource!

Human Resource (Workforce) planning - analyzing and forecasting both the current and future number of employees needed and the skills of those employees that will be required by an organization to achieve its objectives. It is a continuous process.