Intrduction

- Fast growing company.
- a new project management system in 2006
- made confusion among employees
- must solve the growing problem

Conclusion

While BEC is growing rapidly, they still facing some issues, but they keep working on the time management and other HRM processes such as Training & Learning, Recruitment & Selection, Employee Relations.

Problems before 2006,

- **Structure problem:** no clear structure
- **People:** lack of human resources
- **Leadership:** no strong leadership
- **Pest analysis**

Problems before 2006

China joined WTO in 2001:
More pressure came to China for the role of unions, labor standards, human rights, social protection and political reform.

Competition and insecurity among employees have become even more obvious......

Benefits

Improving the working motivation and efficiency and strengthening the team building to collect the core power in the company

Impact of changes made after 2006

- economical function
- educational function
- mentality function
- social function

Three recommendations to the management

- Employee Relations
- Recruitment and Selection
- Learning and Development

Important activities

- Strategic Management
- Health and safety/Job/Inspection
- Recruitment and selection/Recruiting
- Performance Management
- Learning and development

Advantages and Disavtages

- staff became more competent at their jobs
- staff became more flexible
- staff's satisfaction increases
- Improved job satisfaction
- Change become easier to introduce
- Fewer accidents
- Reduced waste

- Staff may see it not allowed to carrying out essentials
- Orientation training is not specific
- scheduling issues can make it difficult to arrange for training
- Too expensive

What are the priorities of the HRM department?

- Training Department
- Research and Development Department

Change HRM has a tryout role in growing the working motivation, performance and individual growth.

Issues related to work relationships and responsibilities of employees

- BEC is growing rapidly
- Time management
- Time project management

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