Topic 1 Strategic Human Resource Management (SHRM)

Learning Objectives

- Explain what is meant by human resource management (HRM)
- Understand different factors that contribute to an employee's motivation to work
- Describe what is meant by the concept of the psychological contract
- Contrast the hard and soft models of HRM
- Describe the HR manager's role
- Understand the HRM activities performed in organizations
- Explain the meaning of strategy
- Explain the meaning of strategic HRM (SHRM)
- Describe the process of strategic HRM What is Human Resource Management?
 - ➤ "Human resource management (HRM) involves "managing people within the employer- employee relationship.
 - ➤ 'It involves the productive use of people in achieving the organization's business objectives and the satisfaction of individual employee needs" Why people choose to work?
 - ➤ Economic Necessity (\$\$) Working to live and working to consume
 - ➤ 2.Moral Necessity: The Work Ethic What expectations do we have of our employers? Fulfil their 'legal obligations' in relation

Change and cultural transformation catalyst

- Initiate and monitor change and cultural transformation
- Promote and audit employee engagement
- Promote a high performance culture

Talent manager

- Attract, develop and retain core employees
- Identify and track high performers not currently employed by the organisation
- Manage data on local and international talent to be employed on project teams
- · Act as talent spotter/scout

Employee advocate

- Understand employee needs and point of view
- Act as employee voice in management decision making

Organisation ambassador

- Represent organisation in a competent and professional manner
- Market HR to the rest of the organisation

Strategic partner

- Contribute to strategy development
- Participate in strategy execution

HR MANAGER

Legal adviser

- Ensure legal compliance re HR activities
- Monitor legal hazard risk
- Raise ethical and governance issues

Board and senior executive resource counsellor

- · Confidant
- Coach
- Adviser
- · Senior appointments
- · HR trends

HR functional expert

- Speak and act with authority on HR issues
- · Create value
- Measure HR performance re its efficiency and effectiveness