**HR Strategy Development**

# Industry Analysis

* 1. Currently, working in an IT development and marketing company.
	2. IT development industry is highly competitive and sensitive to existing giants and new entrants.
	3. Thesis Statement: Considering the global outreach, competitiveness and significance of skills of the employees, it is important for the company to develop critical HR strategy for valuable employee retention and skill development.

# Key Personals and Organizational Roles

* 1. CEO and board of directors for decision making processes
	2. Managers for efficient project management and cost optimization skills
	3. Employees for valuable technical skills and competencies.

# HR Strategy

* 1. Equivalent Opportunity and the Law

It is a law marked to give equivalent opportunity to everybody and any one ought not be recognized or face any biasness dependent upon race, sexual orientation, shade, age or any incapacity, and so on.

* 1. Personnel Planning and Recruiting

It includes the forecasting and deploying of procedures used to recruit effective competitors, additionally includes the analysis of inside and outside supply of applicants, utilization incline analysis to forecast and degree analysis to analyze staffing process.

Also, Employee Development comprises of certain errands that are utilized to essentially prepare and develop and employee for the organization, it incorporates the development and profession development part of the employee that persuades and makes him more towards the organization.

Employee Testing and Selection is not a simple process, as an organization is set to contribute on somebody so they needed to pass that applicant through certain tests and channels like interest inventories are watched, meetings, online tests, and aggregate examinations under different situations.

* 1. Performance Management and Appraisal

An alternate fundamental undertaking of the HR Management in which the performance is assessed and raised to the imprint via preparing process and after that periodic appraisals are given to the pertinent employees dependent upon their performance. It additionally drives the competition and cause to convey more performance in employees.

Talent Management is an undertaking of HR management that is deployed in each organization, as it includes the lessening of turnover rate in any organization, employees are specialists for the organization as well as are intelligent possessions that are to be preserved by the organization.

# Strategy Analysis

* 1. Human Resource Management is an essential management done by a manager in an organization embodies five major principles that are planning, organizing, staffing, leading and controlling. In any organization, its major possession is the human that goes along with it and plays certain parts to develop that organization. That human is managed under Human Resource Management, which uses certain strategies and practices that complete "people/individuals" or human asset parts of management position and likewise embodies recruitment drives, screening methods, preparing session procurements and recompensing them along some appraising.
	2. In any organization’s Strategic Plan, the role of Human Resource Department is extremely important. Strategic Human Resource Management alludes to an approach developing managerial procedure to plan the human resource for the organization, however remembering what's to come perspectives of the organization incorporating the expense effectiveness features. Furthermore, it also ensures that the employees that are being recruited are being utilized efficiently and are being recruited on the basis of appropriate criteria.

# Best Practices HR

* 1. Promote Learning Environment
		1. Promote an associative learning environment which "happen when individuals associate some already affectively impartial occasion or jolt with a sincerely loaded occasion or boost" (234). Inside these elements, Krumboltz built up various testable suggestions and confirmed that equivalent significance lays on the opposite impact of each. Recorded here are the three fundamental factor bunches (Capuzzi & Stauffer, 2016).
		2. Variables that impact inclinations with an instructive or word related inclination being an evaluative self-perception speculation in light of those learning encounters apropos to any career undertaking and suggestions clarifying the obtaining of these inclinations.
		3. Elements are impacting career-basic leadership skills with suggestions clarifying how these specific skills are gained.
		4. Elements impacting passage practices into instructive or word related choices with suggestions clarifying variables accounting for the genuine section practices into occupations, preparing programs, or instructive courses of study.
	2. Accentuating Lifelong Learning
		1. Candidates must not see their absence of a career design as uncertainty however rather praise it as receptiveness. Individuals have an assortment of learning encounters, both arranged and impromptu, because of the happenstance occasions they encounter. Career supervisors must get ready candidates for a counseling procedure that holds onto happenstance as an essential part. Supervisors ought to solicit candidates to recognize past examples from happenstance in their lives, analyze specific activities that made these spontaneous occasions, and afterward start new activities to produce facilitate impromptu occasions. Candidates ought to be urged to see startling occasions as open doors for learning and investigation. Career supervisors should call attention to that candidates can start an activity that will make more shot occasions utilizing their triumphs with earlier happenstance occasions as proof that the candidates know how to do it.
	3. Managing Diversity and Globalization
		1. Tolerance, patience, integration and collaboration
		2. C-DAC model to give all the more culturally proper interventions. For example, notwithstanding the professional appraisals that Super and partners suggested, supervisors can evaluate their candidate's (a) cultural character advancement, (b) acculturation, (c) individualism-community, and (d) encounters of stereotyping, partiality, and discrimination.
	4. Regular training and orientation does help in ensuring good practices and behavior management amongst the employees. Employees who are trained by top management who has set up ethical examples and behavior is one of the best strategies to develop an ethical organization culture. Ethical practices are the key to ensuring organizational reputation and credibility. Therefore, it is ideal for any organization to take ethical behavior seriously and develop a culture accordingly.

# Conclusion

* 1. To ensure that ethical behavior prevails in the company, our management has two approaches. First, the top management encourages good practices and ethical behavior by setting up examples of their personal conduct. This helps in maintaining an ethical organizational culture. Secondly, they do so by having a firm and very objective HR team.
	2. The role of this HR team is to not only manage traditional human resource practices but also focus on people management, behavior management, establishing a particular organizational culture, etc. The HR management also conduct periodic meetings with employees and subordinates to gather their feedback and opinions.
	3. Furthermore, in the case of any organizational conflict, the HR management also provides mediation and negation team to ensure that the conflict resolves in a win-win situation.
	4. I believe that out of all these measures, setting up personal examples is one of the most effective organizational behavior strategies to ensure proper and ethical behavior.

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