Homework

[Name of the Writer]

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Human Resource Frame

**Human Resource Strategies**

The human resource (HR), strategies of GAP Inc., revolve around the managers of HR, who serve as the strategic partners of the company and provide the support as HR generalists. They ensure a healthy working environment for all the workers in the organization, and the strategies concerning the organizational leaders and employee engagement (Bailey et al., 2018). Moreover, the recruiters of GAP are responsible for drawing and selecting capable individuals for the organization. They help in making the marketing value of the organization by giving proper strategies and implementing it throughout the recruitment procedure.

The strategies regarding learning and development of the employees in the company are devised and implemented by the HR department of GAP. These strategies are much useful in keeping the employees aligned with the mission and goals of GAP Inc as the objective of this organization is to hire capable individuals and deliver the leading investment in the market with innovations.

The HR strategies are essential for the success and failure of a company, as this department is vital in making and implementing the plan created by the organization (Bolman, & Deal, 2017). These strategies if followed truthfully, impact the success of the company and boom its market and worth.

Motivation

**Maslow’s Hierarchy of Needs**

The theory of motivation is useful in employee motivation and engagement. Due to these hierarchal needs, a person strives harder for achieving and accomplishing a task. Beginning form psychological needs of an employee, when they are satisfied emotionally at a job it enhances their performance (Bolman, & Deal, 2017). Likewise, when the safety needs of an employee, i.e., fear of losing a job are present it will hinder the performance. The social and esteem needs of an employee are maintained by giving him autonomy and authority in his work this will help retain good employees. Lastly, the self-actualization is necessary for an employee's performance, as it helps in achieving the higher goals.

The equity theory states that through fairness the motivation occurs in employees. According to expectancy theory, for leading to a specific level efforts are made by the employee. The setting of a goal is itself a motivating factor for the employee (Miner, 2015). The objective theory de4gvides the work between four areas, i.e., the universe, work itself, audience and worker. Lastly according to reinforcement theory the performance can be enhanced by giving the rewards, punishments or reinforcements to the employee on the bases of his performance.

**References**

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