Progress, Results, and Finalizing the HR Project

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**Introduction**

As the world of business is changing incredibly in nowadays, every function related it is also garnering extreme importance for the company. In the current times, no organization can deny the importance of any function for the sustenance and the growth of its business. Whether it’s sales, marketing, finance administration or human resource management, every function is equally important and profitable for the organization. Some functions are internal and remain limited to the walls of the organization, whereas others tend to reach out of the boundaries of the organization and deal with the outer world like the customers, the dealers, the retailers, and the contractors. Sales, marketing, and advertising are mainly such departments that are considered to be the outdoor or the intermediating departments of an organization, whereas departments like human resource management and finance are those departments which do not have any link with the outer world and deal with the internal matters of an organization. No matter what role every department is performing, all the functions are closely interlinked, and no organization can survive without the mutual harmony of these departments.

In today’s world, companies focus more on the short term projects as compared to performing a similar role or job for the whole life. The companies prefer to pick up or select and even start short time projects which can be completed in a specific time and the company can then focus on the next project or the assignment. The human resource department plays a very vital role in this respect (Grey, et, al, 2008). There are also multiple projects that keep coming specifically from the area of human resources so that the organization can assign the projects to its HR team as well. There are certain significant aspects of the projects whether they are related to the HR department or any other field and specific strategies need to be designed as per the need and the time frame of the project.

**Discussion**

Projects prove to be more beneficial for an organization as they provide a chance to the organizations to learn various new strategies and aspects related to different fields. As projects are dynamic in nature, they give an opportunity to the employees of an organization to come together for a limited period of time and learn new concepts from various fields. Projects also allow the current employees to exhibit their current skills at a platform within the organization or outside the organization.

Most organizations prefer to pick up or chose projects in accordance with their areas of expertise. For example, an IT firm will prefer to conduct projects that are related to the field of Information Technology, a marketing or advertisement company will love to do projects that are related to the area of marketing and a law firm will undertake assignments or projects that constitute litigations. All these firms prefer to conduct projects in their respective area of expertise because they know that they can manage it very well and can perform, with excellence. This is the mostly carried on practice but it is not a rule of thumb; companies also pick up projects out of their field and hire experts and staff out of the organization so that they can perform the tasks for them. In both cases, an elaborated planning and strategic decision making are required so that the project can be executed successfully.

**Successfully Directing and Managing a Project**

Successfully directing and managing a project or a project plan refers to the extent the objectives of the project are achieved. It is not an easy job; rather it requires very hard work. It a complex and complicated job of performing, leading, controlling, implanting and even hiring and firing. The process of project management is also closely linked to the project integration management. The main purpose of the project planning, direction, and management activities is to coordinate and produce

Directing and managing project work involves all the processes involved in the project, it refers to all the activities that encompass the area of the project management. It starts from the very beginning of the project and goes till the last part of the project has been delivered to the clients per their expectations (Burke, 2013). It involves an extensive planning process and designing of strategies as per the requirements of the project. Sometimes, it also requires to perform the complete function of an HR department, like recruitment, hiring, firing and planning the compensation roles. It usually happens when the team has been or is going to be outsourced for the project.

**Strategies to Manage and Sustain Progress in HR Project**

As the HR department is an internal function of the organization, the core competencies of the department are only in human resources. It cannot perform other functions with that much excellence as compared to its own area of expertise. Although human resources constitute an important part of the project or project management, the whole project cannot rely on a single function. However, some projects are only and specifically related to the area of human resources. The management of a project that is specifically related to the area of human areas also requires to follow some specific rules and strategies, which are necessary and required for sustaining and managing the project (Kerzner, & Kerzner, 2017). Some of these strategies that can be adopted for successful sustenance and management of the project are

1. **Aligning the HR needs and the Project needs**

It a mandatory requirement for the HR department to look into the fact that the human resource needs or human resource strategies are well-aligned with the needs of the project. It should be carefully checked by the managers who are in charge of the project to check the demands of the project and align them according to the demands of the project.

1. **Project Design and Structure**

As the project under discussion encompasses the areas of specialization of human resources, the managers need to make sure that the overall structure and the execution of the project is in accordance with the definitions of the HR.

1. **Compensation and Benefits**

The strategies of an HR project should be carefully aligned with the project and as the project is directly related to the area of HR, the compensation and benefits should be decided in such a way that they justify the amount of effort required for the project.

**Strategies to Address and Resolve any Risks within the Control of the Project**

No project is free from Risk, every project has certain downfalls and risk factors. It is said that more the risk, greater the chances of project. The type of challenges or the risks involved in the project are directly linked to the area of the project. Some risk or challenges are directly in control of the project or the project manager, whereas some of the challenges are far beyond the control of the management.

1. One of the major issues that arise in a project management setup is of keeping track of the progress of the project. It can be resolved by properly documenting all the activities of the project.
2. Another risk that arises in the execution of a project is incorporating changes in the project. The solution to this problem is to keep a close track o0f changes and catering to them on time, whenever they arise.
3. One of the major strategies that can be adopted to overlook and avoid the risks in the project is to research the challenges coming in the way of the project in the very beginning and prepare for them accordingly.

**Actions a Project manager can take at the Beginning of the Closing Out The project**

Closing up of a project refers to ending up a project. It is a very important stage in the process of project management as it needs an overall review of the project and finalizing it. A manager needs to be extra careful during this stage as it may be the final outline or the assignment that would be delivered to the client. There are certain actions need to be taken in this respect which are as follows:

1. Review of the overall Project and making sure that all the work has been done according to the requirements of the client or the project.
2. Revamping and changing or making improvements to the currently finalized work of Project according to the review.
3. Preparing a formal report and Submission.

**Review of “Project Management in Action: The Power of Lessons Learned”**

There are certain instances in which the project team, when works on a project, learn many new things. The issue arises when this newly incorporated or learned knowledge fades out and vanishes with the passage of time. Multiple organizations adopt various strategies in order to retain this knowledge within the employees so that they can carry it with them for a longer term and it can further be utilized in the completion of the internal and external projects of the organization. These strategies include involvement from the participants of the project so that it can help in the long-term retention of the knowledge.

**References**

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