[Name of the Writer]

[Name of Instructor]

[Subject]

[Date]

Uber Human Resource Management

One of the key aspects of the human resource management is to make sure that how the different areas of the human resource aspects are being taken care off. For instance, how the training is being carried out, the overall compensation and benefits and the way they are going to be increased as well as the evaluation of the performance. It is very important for an organization like Uber to make sure that they are precise about how they are going to be carrying out these aspects of the human resource management. One aspect of how Uber works is that they have large number of on contract drivers that are integral to their operations despite the fact that they are not the part of their regular workforce. In this paper, it is going to be seen how these elements are differentiated for the on-contract drivers and regular employees of Uber.

Discussion

One of the main reasons that the Uber’s human resource management has always been under scanner is due to the fact that there exists considerable difference as far as the treatment and the way overall outlook of the contractual and regular employees are being done. This whole process starts with the way they are being roped in the organization. Now, if one talks about the regular employees, then most of the times, they are being hired with the help the human resource department, and they are let known the underlying philosophy of the organization as well as the core values of the business. In that way, they are much more aware about the way functionality of the organization is supposed to work. On the other hand, if one talks about the contractual employees, most of the times, these hiring’s are based on the local agents making the hiring on the basis of Uber. What it means is that they are not able to understand the underlying philosophy of the business in an appropriate manner and thus they are not well aware about the basic philosophy of the organization.

The same thing goes for the compensation as Uber captains are supposed to make sure that their increments are based on the number of ribs that are carried out by them. There is nothing wrong with that mechanism but the major problem when something of sorts is happening is that how at times, there is not much emphasis on making sure that they are able to learn and interpret some of the other things that are integral as far as the overall capacity of the organization is supposed to be looked at. Due to that, their basic learning aptitude is not developed to a full extent and they are not able to have an insight about how the increment in the compensation has to be linked with the increase in the broader set of skills and adherence to the company’s policies. The same thing goes as far as the performance appraisals are concerned. Most of the times, the number of rides and the ratings are being used when it comes to the performance appraisal. Even though there is not much wrong when it comes to the utilization of this approach, it again lefts a lot to desire when it comes to learning the organizational values.

Conclusion

In the hindsight, it can be said that there exists considerable difference among how the regular and the contractual employees are being treated. As the contractual employees are at the forefront of the business decision making, the idea must be to make sure that better training modules are needed to be developed for them.

# Works Cited

Brewster, Chris, Chul Chung, and Paul Sparrow. Globalizing human resource management. Routledge, 2016.