Synopsis of Course Outcomes

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**Human resource Management Process**

           The central objective of the wide-ranging approach of the human resource management process requires critically focusing on an organization’s asset value. This perspective of human resource development is greatly acknowledged by the management by considering employees as the central asset for the company. People are important for the organization to ensure the successful completion of individual and collective organizational goals. The overall development of employees can be established in four main phases: acquiring, developing, training, and leveraging within the organizational setting. All these features are characterized as the mandatory factors in the overall existing procedure of human resource management in the organization.

**Acquiring**

The management of the organization is keen to develop a better integration level between management and employees to successfully apprehend the target of workforce acquisition. The practical idea of human resource planning ensures the positioning of the right workers in the right places to guarantee the successful execution of organizational performance targets.

**Developing**

The approach of employees as a valuable asset for the company requires the proper development of talent in an appropriate manner. This specific stage is critical to enhance the personal performance of the workers. The management of the company initiated different incentives and measures in the form of rewards for high performing employees to give them the necessary confidence.

**Training**

The facet of training has a great influence on the overall procedure of the development of human capital. It is an integral condition for the manager to provide necessary training about job tasks to the employees in order to align their individual performance with the ultimate performance level of the company. On-job training is the focal idea adopted by the company to ensure achievement of company’s targets.

**Leveraging**

           Leveraging employees is categorized as an important condition for the attainment of the desired form of human capital. The strategic vision of the company is linked with the practical idea of enhancing leveraging in the case of capital value enhancement. Regular adoption of performance appraisal is the practical attempt adopted by the company to retain high-performing employees for the organization.

**Integration of Future Plans**

For the future target of capital value enhancement, the management of the company is keen to develop a comprehensive talent management strategy to attain better outcomes for all the stages of human resource management. Timely identification of employees’ skills and utilizing them for organizational purpose is the ultimate task for the manager.