Organizing HR Projects

Jasmine Williams

[Institutional Affiliation(s)]

Author Note

 Organizing HR Projects

 The Organizing of Human Resource is the cornerstone of the success of any enterprise, big or small. Manpower is always raw unless it is put to good use. Often, we find that successful venture fails due to lack of appropriate allocation of resources required in the various departments of a company. Over time, we are witnessing our company decline due to lack of several factors. We will be restructuring these factors from scratch to make sure that our company does not bear any more loss. We will be doing a complete overhauling of the system to prevent the budget from taking any further hits. This plan will provide a complete analysis of the new strategies that we will be taking in the future for the betterment of this organization.

# Strategic Planning and Portfolio Agreement

 Studying Human Resource Management is a scientific study that requires a scientific method to evaluate the shortcoming that occurs in an organization (Kasemsap, 2019). Here we will be presenting a top to bottom overhauling model require to change our company’s culture and standings into a positive one. We will be defining all the necessary steps for the improvement of any company’s HR policies.

First of all, comes the step of Strategic Analysis of all the program. It is a process that involves investigating an organization’s business atmosphere within which it functions. Strategic analysis is critical to creating a framework of strategic planning for decision making of any organization. With the assistance of strategic planning, the objectives that are decided by any organization can be realized. In an endless attempt to improve, organizations must every so often do a strategic analysis which will help them decide what needs to be improved and what departments of the organization were previously doing well. For an organization to work professionally, it is very important to think about how constructive changes need to be instigated. Strategic analysis is vital if any organization, business or otherwise, has a mission. All organizational leaders, like Steve Jobs, Jack Ma and Bill Gates, who are well recognized for their accomplishments have applied decades of strategic planning at various layers of their organizations (Zeng, 2018). The main query that any organization should seriously consider while performing a strategic analysis is what is the constitution of the target market? How are the target clients in this sector? While doing strategic analysis, organizations must recognize their competitors and be able to outline a strategy that will aid them to beat an unbeatable performer in that market.

Next, every organization is burdened with the obligation of developing a strong and vibrant vision, clear mission, and cultural, ethnical and value principles. These principles influence the leadership style of any association, let alone an organization, through the specified goals to accomplish. This is necessary to specify for any organization because a statement will lay down the direction they would follow in the future, and will also specify the framework for the employees in the future. The important roles played by these decided values include the message of the organization to the anxious and concerned investors and shareholders, conveying the strategic development, and the aid in making realistic and assessable objectives and goals to measure the growth employed by an organization. Therefore, these values must be carefully considered to successfully mould an organization into achieving efficiency and productivity.

After the specifications of the mission and vision of any organization, Strategic objectives are the main goals of any organization. Strategic objectives are mainly needed in strategic management. Appropriately set strategic objectives are not fixated at only one area of operations of the organization, like to just increase profits, but they are constructed to instate balance. The strategic objective of the organization is directly related to its mission and vision. Strategic objectives may not necessarily meet the scope and values of “SMART’ (specific, measurable, achievable, realistic and time availability) if they are added into the specific aims (Yemm, 2013). So now the question arises that why are strategic objectives needed in an organization? They are highly central to explain their vision, which will specify their outcomes. They are normally defined by the owner or the upper management, who is also accountable for accomplishing them. Strategic objectives also make organizations realize its vision and help managers to persuade their peers and inferiors at the organization for achieving it, together with suitable and well-defined specific objectives.

Once the organizational strategic objectives are recognized and decided, they need to “flow down” to the precise business divisions, units and/or departments, however, the culture of the organization is specified. Each of these departments will require them to categorize their roles in attaining these organizational goals. These goals also need to have clear objectives, deadlines and dimensions for determining the success of the said objectives. Communication is at the heart of all the operations, making sure that each department is conscious of what the other department is doing. When communicating with the staff, it is vital to collect feedback and settle any fears they may have regarding them. There may be a possibility that some goals need to be attained with collaboration with other department and these need to be checked thoroughly to avoid repetitions. It may also be appreciated by their co-workers to make these objectives attractive by offering schemes to produce these goals. This is only applicable where they are needed. For example, offering hefty commission-based pay scales work well where sales projections need to be attained to increase sales for the organization. The management should also ask their employees to create their own goals that help in achieving the organization’s specified mission. In short, targets should be achievable but employees should be tested to their limits to increase momentum.

Now that all the objectives are recognized at the organizational level, different managers within the different sections can start to distribute these objectives and goals to the individuals within their authority, and that is where Portfolio Alignments in any Organization comes into play. Organizations that accept projects as a means to attaining change and materializing highly needed results, often find it tough to arrange projects on a priority basis and to make optimum use of the resources at their disposal. Furthermore, many surveys have verified that project backlog is an important issue in any organization. Portfolio management is an approach that intends to combine project efforts with the organizational strategy and make efficient use of resources in the organization. There are three major parts of Portfolio Alignment. Firstly, ranking projects and other related activities, based on their involvement in an organization's daily dealings. Secondly, the distribution and usage of resources between those projects that have been selected so that they give the projected benefits. Lastly, monitoring and directing the components of your Portfolio based on the structure and development of a Combined Risk Profile.

## Project Charter

  After the above discussion, he is necessary to write down the above ideas and practices into a formal document. For that we have a document called a project charter. A project charter is an official and typically short formal document that defines your project comprehensively, including what the organizational objectives are, how will they be achieved, and who the participants are in the said project. It is an important and highly crucial element in planning out the project because it is used during the project entire lifespan. The project charter usually identifies risks, shows the benefits of the said project and provides a general outline of the budget required in the accomplishment of the project. So, now the question arises that how to Create a Project Charter? Firstly, identify the project vision and determine the scope of the project to specific dimensions and boundaries to facilitate the management. Secondly, define project management. Mention all of the crucial roles for the undertaken project like customers, participants, shareholders and the project team. Thirdly, create an execution plan. Outline major indicators, dependences and timeframe for the entire team. Last but not least, list all probable problem areas that can materialize. Nobody wants to be the bearer of bad tidings, but adding probable issues and risks to the project charter helps everybody involved to think ahead in case the worst occur.

## Statement of Emphasis

 The Human Resource often creates a motto to promote teamwork, yoking together employees and shareholders from different backgrounds for a successful operation. We can identify such a statement as the "Statement of Emphasis". The required statement of emphasis is about highly centralized management to run the company efficiently. In the light of the concept provided above, the appropriate statement should be “Coming together under the leadership of Mr. \_\_\_\_\_\_\_\_ for his vision for a better future”. This statement does emphasis a highly centralized authority of one person to achieve the goals and objectives set by him and also how he commands the entire structure strictly. It also sends the message that how every decision will be solely made by him in the entire course of the project.

# References

Kasemsap, K. (2019). *Promoting Strategic Human Resource Management, Organizational Learning, and Knowledge Management in Modern Organizations.*

Yemm, G. (2013). *Essential Guide to Leading Your Team : How to Set Goals, Measure Performance and Reward Talent.* Pearson Education.

Zeng, M. (2018). *Smart Business: What Alibaba's Success Reveals about the Future of Strategy.* Harvard Business Review Press.