Week 5 Project

Student’s Name

Institution

**Introduction**

Inefficiency of human resource is regarded as lack of application of human resource practices in the operation of an organization. There are several circumstances where an organization operates without ensuring that proper human resource practices are adhered to. There are plenty of issues happening in most companies which people do not know. Therefore, with effective application of human resource, the operation of an organization could be entire be affected. The human resource are involved in the management of workforce and ensure that qualified, experience and skilled employees are recruited and these are key aspect for the operation of an organization.

It is important to point out that I worked at the Circuit Company and during those days there were plenty of issues. Some of these issues were well known by the employees and therefore, they affected the performance of the employees and the company in general. First, there were poor communication between the human resource department and the rest of the employees (Itika, 2015). The HR rarely replied to email and other form of communication hence created bad image of the department. I applied for the promotion in the company and I never received feedback from the human resource coordinator. The human resource coordinator never approved promotions and also did not reply letters and even calls promptly as expected. There were inefficiency in response time in reporting issues and therefore, it made it difficult for employees to apply and get promotion. I had experience problem with my direct supervisor and especially the way he talked to me and therefore, I raised complaints several times and the issue was not properly addressed as expected.

The company, Circuit City has been in operational for a long time and therefore, there are several actions that the company could do to realign the human resource in order to address the problems or complaints raised by employees. First, would have been better to replace some of the key employees from the human resource department which have made the department to be inefficient. It means that the company should hire highly experienced person with depth understanding of human resource practices. The department required staffs that are knowledgeable and understand the company’s standard with an overhaul of the company staffs is the best remedy to the problem experienced in the company (Osibanjo & Adeniji, 2015). Therefore, inefficiency could be reduced by replacing or overhauling then staffs, training of the staffs on some of the human resource ethics and standard to ensure that the goals of the company is achieved.

Due to the nature of company’s business, it served as the standby point for customers and therefore, it deals with delivery of products to customers. The orders from clients are always irregular in interval and varying in volume. Therefore, the process of making determination of work load and timely deployment of staff and proper planning is based on guess work (Ahammad, 2017). There are a lot of risks which are involved. It is difficult to determine whether to keep staff, risk of overstaffing, relieve staff and the next order is delivered. Therefore, the production and dispatch section is always either overstaffed or understaffed. However, a policy change would be required to be implemented by the company (Itika, 2015). The company would have to establish a management policy to keep finish goods at the minimum. This would ensure that goods are available any time a client placed an order for any product. It is also established that the problems which arise from the mode of business operation is the challenge of retaining staffs, how to keep staffs on standby and how many employees to be employed on permanent basis. However, the inability to be able to know the exact workload is also inefficient being experienced by the company. The company also does not have a properly method of managing its staffs and therefore, it is also one of its inefficient. Therefore, the company would have to establish a system to determine staffing to ensure that there are enough staffs when needed to perform specific function. The installation of human resource system would be the ideal strategies to realign the operation of the company. The system ensures that there are enough needed employees at any given time.

It would also be important to provide training to the staffs and especially the human resource staffs to ensure that there are competent. Some of the issues which are being raised are as a result of lack of relevant skills on how efficient staffs can be assigned task to make sure that there is proper practice to remove the inefficiency (Itika, 2015). It would be important to make policy changes to improve the management of staffs. The way performance of employed are measured would also have to change to ensure that there is quality of performance. The company would have to implement the performance based approach to measure the performance of the employees. It would also be important to used minimal wages strategy as compensation to ensure that there are enough employees or staffs every time daily for efficient delivery. Therefore, the additional compensation would not be needed because the company would be required to high several staffs and create a well planned shift to avoid increase of compensation which can increase financial pressure to the company (Dyer, 2017). A proper succession planning would be established as well to ensure that there is gap and there are staffs that are experience to carry specific duty.

# References

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