Human Resource Management in Aviation

Your Name (First M. Last)

Date

Human Resource Management in Aviation

Abstract

 Human resource management is an important operational feature in any form of organizations. The importance of human resource management can also never be ignored for the specific field of aviation field. The responsibilities of this particular department are huge to effectively handle the challenges of the growing market of aviation. Recruitment is mandatory and crucial process concerning the main duties of the human resource department. It is important to hire and train managers that have the capacity to perform better in the aviation field. Offering comprehensive retention opportunities to the valuable workforce is also crucial to sustaining an effective workforce in the organization. Flexible working environment and consideration of different compensation programs are useful practical measures to ensure suitable retention opportunities.

Human Resource Management in Aviation

Introduction

 Human resource management is recognized as the one important department of any form of organization. Business objectives set by higher management can never be achieved without the proper and required performance of the manpower. Exploration and sustainability of the valuable workforce are only possible with the effective intervention of human resource management. The importance of the paradigm of human resource management can observe in different organizational settings. Aviation is established as one of the complex organizational forms that are linked with various aspects of concern. It is vital to explore the idea of human resource management in case of the aviation sector. Here the main focus is to critically discuss the main idea of recruiting, hiring, and training managers in the field of aviation considering the domain of retention opportunities.

Discussion

 Hiring is categorized as the primary function of the human resource department of the organizations. It is essential for the recruitment managers to select the most suitable employees according to the actual needs of the organizations. This specific standard is also applied to the field of aviation. It is the fundamental responsibility of the managers to choose the most appropriate staff members to ensure the successful execution of all the objectives. Selection of good employees ultimately helps employers to achieve their short-term and long-term plans effectively and efficiently. The role of the human resource manager is crucial in the aviation industry to attain the most useful workers and aligned them with the overall prospect of the organization.

 Recruiting manager is identified as the concerned entity who is responsible to manage the human side of the aviation enterprise. The main idea of proper selection and management of the workforce is also linked with the development of a suitable association between employees and companies (Zhao & Liden, 2011). It is obligatory for the manager to utilize the available workforce to attain possible benefits from the abilities and experience of the employees. It is essential for the higher authorities of aviation organizations to provide necessary training to human resource managers when it comes to the adoption of the beneficial phenomenon of recruitment or hiring. It is important for the managers to get necessary training which helps them to assess the actual needs of the workforce in the organizations and adopt significant measures accordingly.

 Different stages of the recruitment process are adopted by the hiring managers to ensure suitable outcomes in the end. It is essential for human resource managers to have prior knowledge about the various aspects of the entire process of hiring to achieve desired results. Proper planning of the whole procedure of recruitment is integral to recruit suitable employees according to the job requirements. It is worthy to notice that the existing gap of the desired workforce for the field of aviation can only achieve with the proper formulation and development of the process of recruitment. The approach of forecasting is utilized by the hiring managers to assess the required number of workers for the aviation organization (Appelbaum & Fewster, 2002). The domain of anticipation also assists the hiring staff to identify the existing gap in the form of required skills and capabilities. The stage of planning of the recruitment process helps to determine the required a number of workers, type of employees, desired skills, and the facet of cost to complete the whole procedure.

 Undoubtedly, the recruitment process is one complex form of consideration which is based on different phases. It is essential for hiring managers in the aviation field to successfully meet the criteria of each stage to provide the required workforce in the end. Recruitment and selection process should be considered by the manager as the opportunity to determine the role of aviation professional as the major support to meet standards of performance. When it comes to the recruitment and selection of workforce for the aviation field that human resource managers need to get the necessary training. There is a need for proper and specific training to establish the actual complexity of this field. The recruitment management sector of the aviation field needs to be aligned with the extensive aviation and proper knowledge of aerospace experience. It is mandatory for the hiring manager to have necessary training level about the different trends of the aviation field and the overall corporate functioning at airports.

 The complexity of the field of aviation demands to select the most suitable and competent individual as the manager. Comprehensive leadership skills and capability of supervision is required to establish a better form of working in the case of human resource management. The role of managers is critical because they are established as the responsible individuals to get the most suitable workforce for the aviation organization and helps them to remain loyal to the organization (Neece, Faust, & Becker, 2003). Different particular methods and practical measures are adopted by human resource management to develop a better form of employee retention.

The concept of employee retention is established as the capability of employers to intact their skilled and experienced employees. Different policies are introduced by the human resource department of the aviation organization to achieve the loyalty and commitment of the valuable workers. The role of human resource managers is important to ensure an effective form of workers retention within the organization by ensuring a higher level of job satisfaction for them (Barkhuizen, Welby-Cooke, Schutte, & Stanz, 2014). The overall process of recruitment and the adoption of retention opportunities are established as costly business actions. It is critical for the human resource department of aviation organizations to cut unnecessary expenses and invest in the actual domains of consideration. Hiring, and retaining of trained and valuable managers is essential to ensure an effective form of employees’ performance in future. Provision of training is one costly procedure that requires a crucial form of consideration. Once aviation organizations trained their managers about the field complexity and the technological paradigms, now it becomes essential for the higher management to retain these managers. It is utmost important for the human resource department of the aviation field to adopt relevant and significant retention strategies to achieve the objective of retaining trained and experienced managers. It is important for organizations due to the increasing competition prevails in the aviation industry. Different airlines offering various forms of compensation, benefits, and business advantages. It is essential for the management to raise salaries of trained managers to ensure a better form of employee retention in the organization. Existing policies need to be revised regularly to effectively meet the standards of recruitment and retention of trained managers. Annual cost-of-living pay needs to be enhanced to provide necessary financial security to a valuable workforce. The great form of cost for the processes of retention and training of managers needs to be adjusted by the aviation organizations by developing an effective domain of employee retention.

Conclusion

 To conclude the discussion about the recruiting, hiring, and training of managers along with retention opportunities for the field of aviation, it is crucial to indicate that growing market competition is a great challenge for the human resource management department. It is important for human resource management to offer a significant form of retention to the workforce to achieve desired outcomes. Costly process of hiring and training needs to be compensated by offering better retention opportunities.

References

Appelbaum, S. H., & Fewster, B. M. (2002). Global aviation human resource management: Contemporary recruitment and selection and diversity and equal opportunity practices. *Equal Opportunities International*, *21*(7), 66–80.

Barkhuizen, N., Welby-Cooke, G., Schutte, N., & Stanz, K. (2014). Talent management and leadership reciprocity: The case of the South African aviation industry. *Mediterranean Journal of Social Sciences*, *5*(9), 11.

Neece, M., Faust, C., & Becker, T. (2003). *Systems and methods for intelligent hiring practices*. Google Patents.

Zhao, H., & Liden, R. C. (2011). Internship: A recruitment and selection perspective. *Journal of Applied Psychology*, *96*(1), 221.