Workforce Management

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The article “Key Trends in Workforce Management and New Challenges for HR”, highlights the key trends in workforce management that the human resources of an organization faces with the changing rules and regulations and the automated systems. The article sums up the key verdicts from a survey of HR professionals comprising of all the organizations despite their geographical, industrial and size differences. According to the greatest, the survey revealed a stronger link between the workforce management and its association with employee engagement, morale, and satisfaction. Furthermore, in order to meet the increasing demand for effective workforce management, the authors point out the need for automated systems to achieve operational efficacy in this regard (Moschetto, 2014). I agree with the author's point about the changing needs and regulatory requirements create challenges for organizations regarding compliance and right workforce management can lead to breakthrough results.

Compliance has emerged as one of the most important elements of managing today's workforce. Non-compliance results in various risks associated with increased cost and better performance. The significant findings of the "Workforce Management Trend Survey 2013–2014" regarding compliance reveals that the demand to ensure compliance with the rules and regulations result in increased workload. Two reasons are associated with this increase in workload, one is rapidly changing regulations and the second is communicating compliance to employees since it is essential to increase their confidence and morale. In addition, the survey revealed that organizations are taking a positive approach towards compliance with the rules and regulations such as the Affordable Care Act.

The employer-employee relationship openly factors in legal compliance with workforce management laws. According to the federal laws, employees have to be trained on health and safety issues and dealing with harassment, etc. an employer also needs to be aware of regulations regarding taxes, and must comply with the laws except the employee is an independent contractor. Employers have certain responsibilities regarding employees and independent contractors. Compliance with the regulations and laws result in better workforce management. Effective workforce management that ensures compliance with the employment laws and regulations result in better employee morale and retention. It directly impacts employee morale and attitude.

The workforce management comprises of programs such as timekeeping, schedule, and leaves management, increasing portability and reducing errors in recordkeeping. All these matters are associated with employees personally and are sensitive to them (Moschetto, 2014). The article covers the transactional and formal relationship between an employer and employee but ignores the informal relationship between the employer and employee. Effective workforce management needs consistent policies and standardization of processes. The relationship between an employer and employee is interdependent and it also holds some social significance that involves taking care of an employees' family life, having the liberty to communicate and assist in personal matters as well. An effective workplace has the culture of trust, autonomy and employee empowerment along with the supervisor’s support.

The author's opinion about the needs and benefits of effective workforce management can be applied to the workforce of all the organizations without any difference in their sixes and industries. However, the impact of workforce management policies and procedures must be considered for all the employees including the part-time employees, hired contractors and trainees arising from the nature of work today (Dokko, Mumford, & Schanzenbach, 2015). Since the article is based on opinions formed from the results obtained from a variety of HR professionals from different organizations of different sizes. In my opinion, the article validates the increasing concerns related to workforce management arising from the continuously changing regulatory environment, “the need for increased visibility into, and analytics about, an organization's workforce due to a new market and regulatory conditions” (Moschetto, 2014). Effective workforce management may be challenging due to the increasing demand of employment laws and automation requirements. However, it is essential for increasing employee satisfaction, engagement and eventually organizational performance.

# References

Dokko, J., Mumford, M., & Schanzenbach, D. W. (2015). Workers and the online gig economy. *The Hamilton Project*.

Moschetto, M. (2014). Key Trends in workforce management and new challenges for HR. *Employment Relations Today*, *40*(4), 7–13.