



Human Resource Management

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INTRODUCTION

- It is a function in organizations designed to maximize employee performance in service of an employer's strategic objectives
- Management of people, staff training, and development with a strategic approach suggest that human resource management is particularly appropriate for software work

A Model of Human Resource Management

- A corresponding commitment to the organization is expected from employees. They are therefore independent in the sense of, to some degree, managing themselves.
- Human resource management is the responsibility of all managers
- Maximum utilization of human resources available to the enterprise.

1- LONG TERM STRATEGIC AND PROACTIVE IN STYLE

The problems associated with staff in an information technology environment require a disciplined approach to **establishing numbers of staff; the utilization of personnel; and the development and education of employees,** together with the construction of comprehensive human resource management policies that are not only responsive to immediate needs but also are building blocks for the medium and long-term corporate requirements

2- COMMITMENT TO THE ORGANIZATION

- The real challenge is to shift employee **attitudes** from mere compliance with rules at work to commitment and self motivation
- This signifies a commitment to staff development as part of the "learning organization" and firm-specific skills that are less transferable between firms. **Skills include attendance, flexibility, responsibility, discipline, identification with the company and, crucially work-rate.**

3- SELF MANAGEMENT

- Team working is a vital element
- Direct and regular face-to-face contact between managers and workers is emphasized. This builds trust and helps maintain motivation
- The trick is to reconcile motivating individuals with team building because it is teams, not individuals, who complete projects. Performance appraisal is central in HRM strategies.

4- unitary perspective

- The entire enterprise is regarded as equivalent to a team with one focus on loyalty and one focus on authority.
- A crucial part of keeping effective workers content is a system where they can be promoted without having to become managers.
- At Microsoft, a talented software developer can stay just that and yet rise to the top tier of elite "architects".

5- Maximum utilization of human resources

- It's a difficult task, especially in the information technology environment.
- Management gets the impression that the project is going well and has no idea what's happening at the grassroots level. By the time they find out, it's too late.

Training and human resource management

- Despite universities establishing more IT and computing courses and applications rising strongly, the industry continues to generate more vacancies than capable recruits.
- Computing companies find that IT graduates often lack transferable or "people-handling" skills, such as communications, and a broader knowledge of how businesses work.

Health and Safety at Work

- Health and safety at work usually only hit the headlines when there is a major disaster
- In many high-risk areas, the safety systems themselves are often computer-controlled
- Around 200 employees each year still die as a result of accidents at work

Health and Safety act 1974

- 1. Premises, i.e. factory, office, etc.
- 1. Employment is the only necessary criterion.
- 2. Specific requirements
- 2. General(and far-reaching) requirements
- 3. No requirements on manufacturers or suppliers
- 3. Creates comprehensive new duties for manufacturers and suppliers of articles and substances for use at work

Health and Safety act 1974

- 4. Regulations for specific industries and processes: rigorous but difficult to keep up to date in the face of rapidly changing technology.
- 4. Specific regulations but couched in general terms and supplemented by approved codes of practice that are more easily updated.



THANK YOU!