

Human Resource Management Training Proposal Paper Example Essay

Introduction

Human resource management employees training is the process of equipping HRM recruits with the necessary skills and competencies to ensure that they are able to deliver the mandate of an organization by managing an organization human resources. Human resources management plays a significant role in the success of an organization and every organization HRM needs vary, and there is a need to prepare the organization employees with their new roles within the specifics of the organization. HRM employees training can be a continuous process or periodical event that can be used to bolster an organization human resource management (Mpofu & Hlatywayo, 2015). This paper will create human resources management employees training proposal which is aimed at creating a training program that will prepare the HRM employees to manage the human resources of a healthcare company.

Processes and Steps of Human Resource Functions

Human resources are the process through which an organization manages its employees to ensure high productivity. Human resources functions are the main duties and activities that the human resources department engage in such as; planning, recruiting, interviewing, selecting, and hiring of employees for different organization human resources needs (Itika, 2011). The following is the process and steps of determining the human resources functions.

Assessment of the organization human resources needs

Human resource functions are all the major activities and responsibilities of the HRM as an organization organ. The HRM functions can be determined and planned initially by conducting an organization human resources needs assessment which helps to identify the different needs that inform the HR functions such as planning, recruiting, selecting and hiring employees (Itika, 2011). For instance, the assessment of an organization human resources needs can reveal inadequate skills or number of employees which can lead to the training and hiring of new employees to meet the healthcare organization human resources needs and skills.

Identification of the HRM gap

Human resources evaluation helps an organization to identify the gap between the current skills easily, employees' number and service delivery and the expected components which can help in identifying the human resource functions required (Itika, 2011). For instance, an organization HR assessment can reveal a high number of patient complaints on care providers which can initiate a training and development program to address the care provider's skills gap in an organization.

Budgeting for the HRM functions

After identifying the HR gap, the management should allocate a budget to carry out a specific human resources function. The availability of a budget makes it easy for the human resources to

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A Textbook of Human Resource Management Dwivedi R.S., 2009-11-01 This Book Is Designed For Management Students Interested In The Conceptual Background And Content That Is Essential For Understanding The Relevant Issues In Human Resource Management Hrm It Emphasizes A General Management Approach To Hrm To Meet The Ch

Proposals for Improving the Electronic Employment Verification and Worksite Enforcement System United States. Congress. House. Committee on the Judiciary. Subcommittee on Immigration, Citizenship, Refugees, Border Security, and International Law, 2007 *Daily Graphic* Yaw Boadu-Ayeboafoh, 2006-10-24 *Health Care Cost Containment Under H.R. 3600, the "Health Security Act"* United States. Congress. House. Committee on Ways and Means, 1994

Canadian Personnel/human Resource Management George T. Milkovich, 1988 Human Resource Management in South Africa, 1998 **Human Resources Management**, 2004

Human Resource Management News, 1994 Human Resource Management John M. Ivancevich, 1998 This text takes a managerial orientation and is relevant to managers in every unit project or team Managers are constantly faced with HRM issues problems and decision making and the primary goal of the text is to show how each manager must be a human resource problem solver and diagnostician Attention is given to the application of HRM approaches in real organizational settings and situations Realism understanding and critical thinking were important in this eighth edition *Applied Psychology in Human Resource Management* Wayne F. Cascio, 1998 For upper level specialized courses in Human Resources Management or Industrial Organizational Psychology Interdisciplinary and research based in approach this text integrates psychological theory with tools and methods for dealing with human resource problems in organizations and for making organizations more effective and more satisfying as places to work It reflects the state of the art in personnel psychology and the dramatic changes that have recently characterized the field and outlines a forward looking progressive model toward which HR specialists should aim *Human Resource Management* H. John Bernardin, Joyce E. A. Russell, 1993 This core course book combining a human resources management text with original experiential exercises emphasizes the development of student skills and competencies It provides comprehensive coverage of the key areas of HRM theory and practice and includes a wide array of contemporary HRM issues such as sexual harrasment drug and personality testing and human diversity in the workplace Human Resource Management Pravin Durai, 2010 **New York Court of Appeals. Records and Briefs.** New York (State)., *Cornell University Courses of Study* Cornell University, 2006 **Sarhad Provincial Conservation Strategy**, 1997 **Human Resource Management** Donald F. Harvey, Robert Bruce Bowin, 1996

Combines theory and practice to teach HRM Affordable paperback Handbook for Professional Managers Lester R. Bittel, Jackson Eugene Ramsey, Muriel Albers Bittel, 1985 *The Project for Review and Update of Nigeria National Water Resources Master Plan: Project outline*, 2014 **Congressional Record** United States. Congress, 2003 The Congressional Record is the official record of the proceedings and debates of the United States Congress It is published daily when Congress is in session The Congressional Record began publication in 1873 Debates for sessions prior to 1873 are recorded in The Debates and Proceedings in the Congress of the United States 1789 1824 the Register of Debates in Congress 1824 1837 and the Congressional Globe 1833 1873

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in catalogue. G. Vianello, N. Stringa, C. Gian ... The young Arturo Martini The young Arturo Martini. Set off by the clear light of the cloister, around which open the rooms on the first floor, the works exhibited here showcase the ... Sold at Auction: Arturo Martini, ARTURO MARTINI Dec 21, 2022 — Arturo Martini, Ex Tempio di Santa Caterina, Treviso 1967, ill. cat ... The Artist's Resale Right has been in force in Italy since April 9th 2006 ... Arturo Martini. Catalogo della mostra. Treviso Catalogo di mostra, treviso, ex Tempio di Santa Caterina, 10 settembre - 12 novembre 1967. A cura di Giuseppe Mazzotti. Bibliografia. Catalogo delle opere. MARTINI, Arturo MARTINI, Arturo (Treviso, 1889 - Milano, 1947)Arturo Martini. ... Catalogo di mostra, treviso, ex Tempio di Santa Caterina, 10 settembre - 12 novembre 1967.