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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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Table of Contents Human Resource Management Proposal Basic

1. Understanding the eBook Human Resource Management Proposal Basic
    - The Rise of Digital Reading Human Resource Management Proposal Basic
    - Advantages of eBooks Over Traditional Books
2. Identifying Human Resource Management Proposal Basic
    - Exploring Different Genres
    - Considering Fiction vs. Non-Fiction
    - Determining Your Reading Goals
3. Choosing the Right eBook Platform
    - Popular eBook Platforms
    - Features to Look for in an Human Resource Management Proposal Basic
    - User-Friendly Interface
4. Exploring eBook Recommendations from Human Resource Management Proposal Basic
    - Personalized Recommendations

- Human Resource Management Proposal Basic User Reviews and Ratings
- Human Resource Management Proposal Basic and Bestseller Lists

5. Accessing Human Resource Management Proposal Basic Free and Paid eBooks
   - Human Resource Management Proposal Basic Public Domain eBooks
   - Human Resource Management Proposal Basic eBook Subscription Services
   - Human Resource Management Proposal Basic Budget-Friendly Options
6. Navigating Human Resource Management Proposal Basic eBook Formats
   - ePub, PDF, MOBI, and More
   - Human Resource Management Proposal Basic Compatibility with Devices
   - Human Resource Management Proposal Basic Enhanced eBook Features
7. Enhancing Your Reading Experience
   - Adjustable Fonts and Text Sizes of Human Resource Management Proposal Basic
   - Highlighting and Note-Taking Human Resource Management Proposal Basic
   - Interactive Elements Human Resource Management Proposal Basic
8. Staying Engaged with Human Resource Management Proposal Basic
   - Joining Online Reading Communities
   - Participating in Virtual Book Clubs
   - Following Authors and Publishers Human Resource Management Proposal Basic
9. Balancing eBooks and Physical Books Human Resource Management Proposal Basic
   - Benefits of a Digital Library
   - Creating a Diverse Reading Collection Human Resource Management Proposal Basic
10. Overcoming Reading Challenges
    - Dealing with Digital Eye Strain
    - Minimizing Distractions
    - Managing Screen Time
11. Cultivating a Reading Routine Human Resource Management Proposal Basic
    - Setting Reading Goals Human Resource Management Proposal Basic
    - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Human Resource Management Proposal Basic
    - Fact-Checking eBook Content of Human Resource Management Proposal Basic

- Distinguishing Credible Sources

13. Promoting Lifelong Learning
    - Utilizing eBooks for Skill Development
    - Exploring Educational eBooks
14. Embracing eBook Trends
    - Integration of Multimedia Elements
    - Interactive and Gamified eBooks

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