

HRM CASE STUDY

Point out which changes are occurring in the business that affect HRM.

1. 50% of the experienced employees, who provided a unique historical perspective to the company are retiring in the next three years. This will affect the overall revenue increase expected over the next three years.
2. Change in work style: The owner wants to implement telecommute to the work for 2 days in a week. HRM must evaluate the possibility of adverse results in productivity.
3. The owner has plans to completely close the physical building and let employees work from home. HRM must evaluate ability of employees to communicate and level of motivation in such a virtual organization.
4. The owner has considered to cut off all health benefits completely. HRM has to advise if it's a good idea or not.
5. The owner wants to have her employees work for her on contract basis instead of full-time. HRM has to advise if it's a good idea or not.

What are some considerations the company and HR should be aware of when making changes related to this case study?

1. The employees retiring from an organization is very normal and all companies must have a plan to mitigate the reduction in productivity arising from it. They must plan for new recruitments and company should request support from senior employees to train the new recruits for smooth transition.
2. The change in work style must be implemented gradually. The employees must be consulted about this change and encouraged to share their thoughts. From previous case studies among companies, employees are interested to work in a different environment for two days in a week.
3. The plan to close physical building completely should be considered after looking at results from the above "2 days tele commute style". We would be able to gather and look at more data with this method.
4. Health benefits cancellation would likely lower the motivation of employees. It will create an insecurity for them. Furthermore, HRM must look at local laws and regulations that might state mandatory health benefits to the employees.

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Danger and Risk as Challenges for HRM Benjamin Bader, Tassilo Schuster, Michael Dickmann, 2020-12-30 Questions related to managing people in hostile environments have become more central on the agenda of business leaders and HR professionals in multinational corporations MNCs This is due to developments such as the increase of terrorism or the political instability in many regions In consequence research on the role of HR in hostile environments has increased though it can still be considered in its early stages **Danger and Risk as Challenges for HRM** Managing People in Hostile Environments adds to this emerging field of research by investigating the management of people in hostile environments from conceptual as well as empirical perspectives It delivers an essential and comprehensive overview and gives deep insight into this highly relevant topic from leading authors in the field This book will be of great value to scholars and researchers interested in the role of human resource management HRM in hostile environments people management in companies in conflict affected areas and to those interested in new grounds in HR Research The chapters in this book were originally published as a special issue of the International Journal of Human Resource Management

Human Resource Management at Work Mick Marchington, Adrian Wilkinson, Rory Donnelly, Anastasia Kynighou, 2016-03-15 A leading textbook in its field Human Resource Management at Work provides a clear introduction to the multiple meanings of HRM human resource management and the relationship between strategy and HRM Covering international and comparative HRM as well as HRM and performance it is filled with case studies and activities to bring the subject to life while summarizing the major forces shaping HRM and looking at the principal theoretical frameworks Ideal for business and HR students taking a critical look at HRM theory and practice this fully updated 6th edition of Human Resource Management at Work combines the latest research with real world examples Linking theory with practice it encourages a critical awareness of HRM through case studies real world examples and activities Now with a closer analysis of the forces shaping HRM at work and the growth of insecure work it also features new case studies an updated literature review and a stronger emphasis on international and comparative HRM Knowledge

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