ASSESSMENT 01 & 2

As described in the Tutorial Letter, strategic HRM is a mindset that leads to strategic actions and reactions, either in the form of overall or specific HR strategies or strategic behavior on the part of HR professionals. Focuses on HR strategies and answers the following questions:

What are HR strategies? HR strategies set out what the organization intends to do about its human resource management policies and practices and how they should be integrated with the business strategy and each other. What are the main types of overall HR strategies? What are the main areas in which specific HR strategies are developed? What are the criteria for an effective HR strategy? How should HR strategies be developed? How should HR strategies be implemented?

Topics focused in Assignment 1 & 2 were:

- Overview of Strategic Nature of Human Resource Management
- Strategic Human Resource Process
- Human Resources and the competitive advantage
- Measuring HRM effectiveness within the Organisation
- Ethical Issues and Challenges in HRM
- Employee Diversity management strategy
- The role of HRM in the 21st Century
- International Human Resource Management

Overall Performance

High-performance management or high-performance working aims to make an impact on the performance of the organisation in such areas as productivity, quality, levels of customer
service, growth and profits. High-performance management practices include rigorous recruitment and selection procedures, extensive and relevant training and management development activities, incentive pay systems and performance management processes.

The overall performance in assignments one (1) and two (2) was rationally virtuous with a measurable ratio of 83 per cent attainment.

**General comments referring to technical aspects**

All too often, 80 per cent of the time spent on strategic management is devoted to designing strategies and only 20 per cent is spent on planning their implementation. It should be the other way round. It is necessary to plan with implementation in mind.

Because strategies tend to be expressed as abstractions, they must be translated into programmes with clearly stated objectives and deliverables. It is necessary to avoid saying, in effect: ‘We need to get from here to there but we don’t care how.’

Due the mode of study (distance), the required use of prescribed texts remained a challenge for the preparation as most students used the study guide and source from the internet without referencing. As you were clearly informed that your assignment must be typed or clearly hand-written following the APA style of referencing. However, those not familiar with the APA convention, should have contacted the library or use internet to acquaint yourself with such.

*A high expectation was required for the* Honours programme (post graduate students) on how to apply the theoretical application in the 21st century Human Resource environment.

**Points to improve upon**

You are expected to use the search engine during library session to source for information on various assignments given for expansion of your horizon in the field of Strategic Human Resource Management. Read on your own, and prepare and plan ahead. *The recommended Prescribed Readings to succeed with Strategic Human Resource Management would be preferable:*

Questions:

Taking into account that these questions requires analytical and strategically thinking which provides a general approached in a competitive Human Resource environment.

An important issue for top decision making is how to evaluate the extent to which both strategic integrations and devolution are practiced in an organisation. By means of relevant examples, discuss how you would evaluate the level of integration of HRM into corporate strategy.

HR specialists in the modern times around the ecosphere have had their profession designations changed to include the phrase Strategic Partner. However, the incredulity about the ability of many HR practitioners to get to grips with the breadth and range of the concept, pointing out that there should be education programmes in the subject because it is regarded as an important academic discipline. The impact of the strategic link between the HRM function and the business objectives. The typical areas that may be covered in a written HR strategic process.

The importance of the involvement of line management in meeting organisational objectives and turning human resources into a competitive advantage.

In today’s fast changing environment, human resource management is an indispensable tool in the hands of organisations to gain competition advantage. HR’s effectiveness can no longer be measured according to non-specific, non-quantifiable, "soft" assessments. Instead, HR must be able to unequivocally demonstrate the effectiveness with which it is executing its various roles and the degree to which it is meeting the needs of its clients. HR professionals can be effective without being efficient, or they can be efficient without being effective. HR measures help to ensure that we will achieve efficiency as well as effectiveness. There are a variety of other measurement techniques with which HR professional need to be familiar.

Conclusion: No matter, how difficult exam you will face, my prayers are always with you. You only have to believe in yourself and conquer the world. No exam is bigger than your capabilities, you should believe in your skills, don’t be panic in a difficult time and do your best. Exams that come in life have some purpose; they expose your hidden adroitness. You should do the task in a way that you can do your best and leave the rest on destiny.

Wishing you all the best of luck for the 2nd opportunity