



Says

What have we heard them say?  
What can we imagine them saying?



Thinks

What are their wants, needs, hopes, and dreams?  
What other thoughts might influence their behavior?

The communication skills must be effective

Be a leader not a boss

Maximizing employee productivity

HR should have critical thinking for overcome his struggles.

Be comfortable in making difficult decision

Be Organized

Protecting the company from any issues.

Expect effective communication with confidence from employee.



He assigning different group of activities to different individuals.

Salary administration by boosting employees.

Employees expect HR to promote a positive environment by fastering collobration.

Get information about the companys retirement program.

Motive the employees through career planning.

Controlling is one of the important function of HRM.

Discuss the idea of a raise or promotion.

A range of HR specific and soft skill in addition to business acumen and digital literary.



Does

What behavior have we observed?  
What can we imagine them doing?



Feels

What are their fears, frustrations, and anxieties?  
What other feelings might influence their behavior?