

**INDIVIDUAL PRESENTATION ASSIGNMENT
SELECTING A ROLE WITHIN A KNOWN ORGANISATION, EPLORING
THE CHOOSEN ROLE; FROM MAPPING OUT THEORITICAL
DISCUSSIONS TO PRACTICAL RESPONSIBILITIES WITHIN THE
ORGANISATION**

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Step 1: Role Selection: Human Resource Manager

Step 2: Company Selection: Hyundai Motor Company

Step 3: Daily Responsibilities

- Develop and implement workforce plans and transformation to align with Hyundai's growth strategy, particularly in expanding electric and hybrid vehicle production, ensuring that the company has the right talent in place to meet future demands.
- Regularly reviewing and reinforcing organizational objectives in team meetings and performance evaluations helps keep everyone focused on common goals.
- Provide regular updates to employees, managers and external partners about challenges ensuring everyone stays aligned and informed
- Design and oversee a comprehensive onboarding process that helps new hires acclimate to Hyundai's corporate culture and operational standards That will introduce new employees to the company's values, safety protocols, and quality standards.
- Create and implement programs aimed at increasing employee engagement, such as wellness initiatives, recognition programs, and team-building activities. Regularly gather feedback through surveys and focus groups to assess employee satisfaction and identify areas for improvement.
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- Analyze and implement workforce needs, develop staffing plans and reallocation strategies to proffer adequate covering across all departments.
- Implement a performance management system that emphasizes continuous feedback and career development, and setting clear objectives that support Hyundai's commitment to quality and innovation.
- Streamline communication channels and ensure that updates regarding operational changes are clearly communicated to all employees, enhancing transparency and trust.
- Conducting ongoing training assessments and providing targeted skill development opportunities and ensure that employees are well equipped to handle various tasks, promoting operational flexibility.

Step 4: Challenges

- Continuous assessment and nurturing of employees with cross-functional talent to address any immediate operational needs.
- Handling gaps in effective communication across departments and ensuring clear information flow to employees and stakeholders during any disruptions.
- Continuously assessing skills gaps and providing targeted training for employees to adapt to new roles or functions quickly.
- Managing the continuous upskilling of employees to meet the demands of electric vehicles (EVs), autonomous driving technologies, and advanced robotics
- Controlling unexpected disruptions, engaging temporary or standby workers, and trying to ensure uninterrupted operations during any form of crises.
- Maintaining employee morale and fostering trust and motivation during uncertain situations and striving to provide clarity and reassurance.
- Identifying vulnerabilities and establishing contingency plans to manage risks, before they escalate into major challenges.

Step 5: Theoretical Concepts Applied

- **Integrated Human-Machine Collaboration Framework:** Ensuring seamless coexistence of human labor and automation, optimizing productivity while preserving employee value and motivation in technology-intensive environments.
- **Proactive Disruption Mitigation Theory:** Identifying vulnerabilities and establishing contingency plans to manage risks, such as operational disruptions, before they escalate into major challenges.
- **Talent Flexibility and Mobility:** Fostering the arrangement of flexible workforce that can adapt quickly to changing operational needs through identifying employees with cross-functional skills for reassignment showcasing how talent mobility can mitigate production disruptions.
- **Agile HR Management:** Facilitating adaptability and responsiveness to changing business environments
- **Workforce Planning and Forecasting:** Assessing current workforce capabilities and predicting future needs based on organizational goals and external factors. With leverage on strategic workforce planning to anticipate and respond to potential challenges.
- **Dynamic Competency Development Model:** Promoting ongoing skills assessment and targeted training to empower employees to step into critical roles when needed, ensuring that workforce competency remains high even during periods of change.
- **Sustainable Workforce Planning Concept:** Ensures long-term operational resilience by developing workforce pools, strategic partnerships, and internal mobility frameworks that prevent future labor disruptions
- **Transparent Engagement and Trust-Building Theory:** Focusing on maintaining employee morale through open communication, fostering trust and motivation during uncertain situations.

Step 6: Example Scenario:

Scenario:

The manufacturing plant at Hyundai Auto Cars faced a sudden workforce shortage due to a regional transportation strike, leaving several key production lines understaffed and threatening to delay vehicle delivery schedules.

Task:

As the HR Manager, my task was to quickly address the shortage, ensure uninterrupted production, and maintain employee morale despite the unforeseen disruption.

Action:

- Identified employees with cross-functional skills within the plant and temporarily reassigned them to critical production lines to keep operations running smoothly.
- Activated Hyundai's partnership with a staffing agency and arrange for trained temporary workers to join the team within 48 hours, ensuring continuity in production.
- Held quick team meetings with affected departments to provide transparency about the situation and boost morale. Additionally, I communicated with workers who were stranded due to the strike to assure them their jobs were secure.
- After production stability, initiated a review to identify potential vulnerabilities, then established a contingency plan that included creating a standby workforce pool and transportation solutions to mitigate risks from future disruptions.
- Introduced flexible work hours for employees who could commute from areas less affected by the strike. This measure helped increase workforce participation and maintain productivity levels during the disruption.
- Explored options for remote work arrangements for non-manufacturing roles, allowing employees in areas not directly impacted by the strike to contribute remotely, thereby minimizing downtime.
- Established an employee support hotline to provide assistance and resources for those affected by the strike, offering guidance on alternative transportation options and connecting them with local services.
- Conducted a quick skills assessment to identify employees who could benefit from additional training in critical areas. I organized focused training sessions to equip staff with the skills needed to adapt to different roles temporarily.
- Communicated regularly with key stakeholders, including production managers and supply chain coordinators, to assess ongoing needs and adjust plans dynamically based on real-time feedback from the production floor.

