


human resource management is business led. Discuss how an human resource management practitioner ensure that human resource management activities such as people planning, recruitment and selection, training and development, reward management are contributing to the business strategy instructions



A Human Resource Management (HRM) practitioner plays a critical role in aligning HRM activities with the overall business strategy of an organization. Let's discuss some of the primary HRM activities and how an HRM practitioner can ensure these activities contribute to the business strategy.

1. **People Planning:** Also known as strategic workforce planning, this involves forecasting the organization's future talent needs and planning how to fulfill them. An HRM practitioner should ensure this planning aligns with the strategic goals of the business. For example, if the business strategy involves expansion into new markets, the HR practitioner would need to plan for hiring needs in these new markets, considering the skills and competencies needed to achieve this goal.

2. **Recruitment and Selection:** An HRM practitioner can ensure recruitment and selection contribute to the business strategy by hiring individuals who not only possess the necessary skills for a role but also align with the company's culture and strategic objectives. The HRM practitioner could also introduce competency-based interviews, which allow candidates to demonstrate their skills in areas critical to the organization's strategic goals.


3. **Training and Development:** Training programs should be developed in line with the strategic goals of the organization. For example, if a company aims to launch a new product line, the HRM practitioner should organize specific training sessions to equip the staff with the necessary skills and knowledge. Also, continuous professional development programs should be encouraged to keep the staff updated with the latest trends and practices relevant to the company's business objectives.

4. **Reward Management:** This involves designing and implementing compensation structures and benefits packages that motivate employees and attract top talent. An HRM practitioner can align reward management with business strategy by creating a reward system that incentivizes behaviors and outcomes that support the business goals. For example, if the business strategy is focused on innovation, the reward system could offer bonuses or recognition for employees who develop new ideas or improve processes.


5. **Performance Management:** This is an ongoing process of communication between a supervisor and an employee that occurs throughout the year, in support of accomplishing the strategic objectives of the organization. The HRM practitioner can align this process with the business strategy by setting performance indicators that reflect the organization's strategic goals.

6. **Employee Engagement and Retention:** An HRM practitioner can align these activities with business strategy by creating an engaging workplace culture that supports the strategic objectives. This could involve establishing clear communication channels, fostering an inclusive environment, and offering opportunities for growth and development. Retaining top performers who align with and contribute to the company's strategic goals is crucial for business success.

In all of these activities, the HRM practitioner should continually communicate with senior leadership to ensure HR strategies are in line with the business strategy. They should also utilize metrics and analytics to measure the effectiveness of HR initiatives and make necessary adjustments to better support the organization's strategic goals.



provide references



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For in-depth reading, consider referring to the following sources:

1. Armstrong, M., & Taylor, S. (2020). Armstrong's handbook of human resource management practice. Kogan Page Publishers.

2. Dessler, G. (2017). Human resource management. Pearson.

3. CIPD. (2017). Resourcing and talent planning: Annual survey report. Chartered Institute of Personnel and Development.

4. Noe, R. A., Hollenbeck, J. R., Gerhart, B., & Wright, P. M. (2017). Fundamentals of human resource management. McGraw-Hill Education.

5. SHRM. (2018). Implementing Total Rewards Strategies. Society for Human Resource Management.

6. Mello, J. A. (2014). Strategic Human Resource Management. South-Western, Cengage Lea

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