HRM Course

Homework 1

When people talk about HR, the first thing came to their mind is the person standing between them and their job. Often, people’s answer will be something like “Oh, HR is the one offers me the job and paying the salary.”

I had an interview with Jerry, the former president of NCCU orchestra on last Sunday, Feb 26. We had a short conversation which lasts about 10 minutes, consulting his experience of being a club leader. Basically, his opinion on HRM is hiring right people, placing them in suitable positions, motivating employees by money or other ways of appreciation. Things are pretty much the same for being a club leader at school, he said. At the beginning of every semester, they look for new members to join orchestra. For those who are interested, they offer a simple interview or ask the applicants to perform a piece of music, then place them in the team according to their abilities. Motivating members and taking attendance are also important for the team to perform smoothly. To make sure everyone is doing the right thing and doing the thing right. The most difficult thing he encountered is to keep the team motivated. Reason behind is people came to orchestra with different expectations. Some like playing music for fun, but not being pushed to practice, some like to have something under “activities” on their resume, some came with their friends. They should not be asked to put orchestra at the first priority, however the leader has the responsibility to maintain fairness and ensure everyone is at certain level.

After speaking to Jerry, I found out the most difficult things in HRM are the intangibles. Can this person in front of you work smoothly with the team and fit in the team culture? It’s easy to find the person who has acquired skills or certificates, we just look through his or her resume. However, it’s nearly impossible to know if a person suits the organization. That’s why the most precious thing about HRM is experience, besides people.