

# Week 6 Topic: Human Resource Management

- ☐ Introduction
- ☐ A model of Human Resource Management
- ☐ Training and Human Resource Management
- ☐ Health and Safety at Work
- ☐ Health and Safety Act 1974



## Introduction

- ❑ It is a function in organizations designed to maximize employee performance in service of an employer's strategic objectives
- ❑ Management of people, staff training and development with a strategic approach suggest that human resource management is particularly appropriate for software work



## A model of human resource management

- ☐ A corresponding commitment to the organization is expected from employees. They are therefore autonomous in the sense of, to some degree, managing themselves.
- ☐ Human resource management is the responsibility of all managers
- ☐ Maximum utilization of human resources available to the enterprise.



## 1-Long-term, strategic and proactive in style

- ❑ The problems associated with personnel in an information technology environment require a disciplined approach to establishing numbers of staff; the utilization of personnel; the development and education of employees, together with the construction of comprehensive human resource management policies that are not only responsive to immediate needs but also are building blocks for the medium- and long-term

corporate requirements



## 2-Commitment to the organization

- ❑ The real challenge is to shift employee attitudes from mere compliance with rules at work to commitment and self motivation
- ❑ This signifies a commitment to staff development as part of the “learning organization” and firm-specific skills that are less transferable between firms. Skills include attendance, flexibility, responsibility, discipline, identification with the company and, crucially, work-rate.

