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## **Introduction**

The assignment is going to focus on the Human Resource Management of the companies of UK country. There are various challenges that the companies are facing in this competitive era. These challenges need to be tackled with due care and the companies must be very cautious in order to be successful in this competitive era. The companies which are successful in UK are those companies which are able to fulfil the challenges with very effective methods. The assignment is going to cover all these challenges that the companies are facing. This is the reason the companies are very cautious while developing the strategy for the Human Resource Management. The human resource management is a very important factor that has to be kept in mind while planning for a successful organization. However there are various challenges that the companies are facing the great difficulty to tackle but if the proper strategies are adopted these challenges can be faced effectively and efficiently.

**Question 2: Part A. Identify and explain the main Human Resource challenges facing organizations in any country of your choice.**

### **Challenges of Human Resource Management**

**Change Management:** The change management is one of the most common challenges that the companies of UK country are facing. The change management is one of the most critical challenges that the companies of UK country are facing. It is a very well-known saying that the change is the only permanent thing and it is inevitable also. Thus this is one of the greatest challenges that the companies have to face. Without managing the changes in an effective manner the companies cannot imagine to be successful even if they are not of UK. (Mind Tools, 2016)

**Development of Leadership:** The development of leadership is also a critical challenge that the company has to face. The companies of UK are also facing the same challenge. The leadership is an important component that the human resources aspect of the companies of UK is facing. Leadership is that component which makes the company either successful or an unsuccessful one however this is not an easy task to get the things done by people that too to make them remain positive. Thus another challenge that the companies of UK are facing is the challenge of development of leadership.

**Measurement of Effectiveness of Human Resource Management:** The Human Resources Management needs to be measured to check its effectiveness. However measuring the effectiveness is quite a difficult game. The one of the reason behind this difficulty is that it is very difficult to check the effectiveness of those aspects which are related to the unquantifiable factors. Thus the companies are facing a great deal of difficulty while measuring that how much effective the human resource management of them or the policies and procedures of human resource management are? This cannot be denied that without the measurement of the effectiveness the best quality of any action can never be ensured.

**Effectiveness of the Organization:** The companies of UK find this another challenge of measuring the effectiveness of the organization. It is the effectiveness of the

organization for which the whole efforts are made in the first place and if the companies (whether are of UK or not?) are not able to identify the factors related to the effectiveness of the organization then obviously this is a challenge for the companies. The effectiveness is something that the companies strive for in the first place and this is the reason that this challenge is tackled very cautiously. Without taking due care there is no way that the company can become successful.

**Compensation:** The one of the most important factors on which the whole success of the human resource management depends is the factor of compensation. The human resource management comprises of various factors and one of the most important factors among them is the factor of compensation. The companies of UK find it quite challenging that the genuine compensation are included in their human resource management policies. The case would be negative for the companies of UK in both the cases i.e. if the lesser than needed compensation are set as these will result in the de-motivation of the personnel and if the compensation is more than needed then obviously this will leave a negative impact on the organization's profit.

**Staffing Problem:** The human resource management has a base on which it is dependent completely. That factor is the factor of the staffing. The staffing is those factors which makes sure that the right kind of people and at the right time along with right assignment of jobs are ensured in the organization. The staffing is also one of the most important components that make sure that how the companies of UK are going to perform in this competitive era. Thus this is one of the greatest challenges that the companies of UK have to face.

**Retention Problem:** Another very great challenge that the companies of UK have to face is the challenge of the retention. The retention is the process where the organization makes sure that the employees are being associated with the company for the long run. The labour turnover is never a good thing for any company and this is no exception with the companies of UK too. If the companies are not able to retain its employees then this creates the negative word of mouth for the companies and this is the reason that this challenge too is being taken care of by the companies of UK in an effective manner.

**Health and Welfare:** This is one of the greatest challenges that the companies of UK have to face. The Human Resource Policies have to make sure that the health and welfare have to be taken care of with utmost caution and this is the reason that one of the biggest challenges that the companies of UK have to face is the challenge of the companies of all over the world. Health and welfare is that component without which the companies cannot be successful as the people can never make any compromise with this aspect i.e. health and welfare. (Alliance, 2016)

**Part B. Select any 2 of these challenges and analyse the HR practices and strategies that organizations could or are following to overcome and tackle them.**

The two selected challenges for this assignment are the challenge of Retention Problem and Compensation Problem. The following strategies are adopted by the organizations of UK in order to tackle these challenges-

**Challenge of Employee Retention**

1. **Offer the Training Programs:** The employees irrespective of their countries want to remain updated and they also like to stay in those organizations where they are comfortable with their work. This comfort of work can also be gained by them when they know about it thoroughly. In this competitive era where everything is changing very rapidly it is very essential that the companies must offer the training programs in order to make the employees remain updated and keep up with the pace. Different types of training programs are provided in order to make the human resource management very successful.
2. **Good Payment/ Genuine Payment:** The payment must also be genuine because the money is one of the greatest factors the employees are working for in the first place. If the companies are not paying well then there is no way that the companies can make sure that they can retain the employees. Thus the genuine payments are made by the companies of UK and this is one of reasons that the employees like to stay in the company. All the employees must get what they deserve and they are getting what they deserve. This is one of the techniques that the employers of the companies of UK are applying as without this application the employee would never stay positive towards the organization and they will feel de-motivated too. The payment must also be genuine because the money is one of the greatest factors the employees are working for in the first place. If the companies are not paying well then there is no way that the companies can make sure that they can retain the employees. Thus the genuine payments are made by the companies of UK and this is one of reasons that the employees like to stay in the company. All the employees must get what they deserve and they are getting what they deserve. This is one of the techniques

that the employers of the companies of UK are applying as without this application the employee would never stay positive towards the organization and they will feel de-motivated too.

3. **Benefits:** Not only the salary but also the benefits (other than basic salary) are being provided by the companies of UK in order to increase the rate of their retention. The benefits are a source of motivation which is widely applied by the companies all over UK and this is the reason that added benefits play a very imprint role in employees' motivation. Not only the salary but also the benefits (other than basic salary) are being provided by the companies of UK in order to increase the rate of their retention. The benefits are a source of motivation which is widely applied by the companies all over UK and this is the reason that added benefits play a very imprint role in employees' motivation. (Turner, 2016)
4. **Motivation:** The motivation is also one of the techniques that are being adopted by the company in order to improve its performance. The motivation is provided by developing the positive environment in the company. The companies all over the world are putting their best efforts in order to make their employees motivated. The best efforts are put in order to keep the employees satisfied. Development of the motivation is as important as keeping them motivated.
5. **Employee Satisfaction:** The employee satisfaction is also very important when it comes to make the positive change in the organization. The satisfied employees are those employees who are putting their best efforts to make the employees satisfied. The employees who are not satisfied would never be able to do anything for the organization.
6. **Employee Development:** The employee development is yet another very important factor that needs to be considered by the company. The employee who work for an organization are not for their salary and the basic needs but they want their career to be developed thus the career development is very important factor that makes the miracle happen in the organization.

### Challenge of Compensation

1. **Promotions based on Performance:** The one of the strategy that is widely used by the companies all over UK is the strategy of promotions and benefits which is

totally based on performance. The performance is one of the most important criteria that the companies have to look while making the promotions or offering other benefits.

2. **Awards:** The awards are also provided by the companies of UK in order to make the compensation even more attractive. The attraction is also one of the most important factors that the companies of UK are looking for. There is no way that the companies may become success without the proper compensation. (Taylor, 2013)
3. **Measurement:** The measurement of the performance is one of the major challenges that the companies have to face. If the companies would not be able to measure the underlying facts behind the crux of the matter the companies would never be able to do anything.

The companies all over the UK are adopting the above discussed strategies in order to make sure that these challenges of compensation and retention can be faced in the best possible manner.

### **Legal Impact**

Employees come in terms of the Job with agreement with the company. These terms and conditions act as the guidelines for both. The employer as well as the employees. These conditions helps to refer that how to respond in a given situation of conflict. The agreement is signed by both the parties at the time when an employee comes in the organization. But the agreement consists of all the rules and regulations of the time when an employee performs a job or even when he decides to leave. Legal cessation of an employee can be understood as:

- Breach of the contract by any employee results in the cessation of the employment.
- Misconduct in the company also results in the cessation of employment with immediate effect.
- Fake information if produced by employee than he is entitled to get terminated under legislation.



- Involvement in any conflict that causes the breakdown in the production of the company or slowdown considered as unlawful.
- If an employee has criminal background and he omits this information on purpose than it will also be considered as illegal activity.
- If an organisation is announced bankrupt or get dissolute than the termination of employee comes under the framework of legal cessation.

All such factors are also the challenges in the HRM which makes the jobs of HR manager difficult.

## **Conclusion**

The assignment was focused on Human Resource management and the companies which are taken for the discussion in the assignment are the companies of UK. There are various challenges that are faced by the companies of UK. These challenges are like the challenge of retention of employees, their health and welfare, their compensation, their recruitment methods etc. All these challenges are faced by the companies of UK in real and thus the assignment gave me a practical implementation about various strategies as well as various challenges that are faced by the companies of UK.

## References

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