

MODULE 4

MANAGING HR IN ORGANISATIONS

Refers to activities and the processes that the human resources department where it applies expertise to assist the whole organization with effectively utilizing its human resources in order to achieve the organization's vision, mission and long term goals.

1. OBJECTIVES OF THE HR FUNCTION

Objective 1: To ensure that the business employs unique individuals who each make an important contribution or impact on the organization effectiveness.

Objective 2: To create a culture where the employee and the organization focus on the same goals and objectives.

Objective 3: To support all managers with the execution of their tasks by assisting them with all matters relating to HR management.

Objective 4: To ensure that the business is properly staffed.

Objective 5: To develop every employee's potential by means of training.

Objective 6: To retain staff by rewarding them for their job well done and by ensuring a harmonious working relationship between employees and management.

Objective 7: To be a link between employees and management regarding all matters.

TASK OF HR MANAGER

1. **SERVICE FUNCTION** – Includes the manager's day to day activities e.g. recruits and trains for the organisation.
2. **CONTROL FUNCTION** – Involves the routine collection and analysis of the information e.g. turnover and remuneration strategies. Includes his involvement due to his expertise in the disciplinary, hearings and grievance procedures.
3. **ADVISORY FUNCTION** – Pertains to giving advice on all HR policies and procedures.

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Exceptional Child Education Resources, 1991 **Federal Role in Aviation** United States. Congress. House. Committee on Government Operations. Legal and Monetary Affairs Subcommittee, 1957 **A Study of Mixed Legal Systems: Endangered, Entrenched or Blended** Dr Seán Patrick Donlan, Professor Esin Örüçü, Ms Sue Farran, 2014-10-28 This book provides a fascinating and critical insight into familiar and less familiar mixed legal systems taking the reader on a voyage of discovery from St Lucia and Guyana to the islands of the Seychelles and Mauritius It considers those mixed systems which share boundaries with unmixed ones such as Scotland and Quebec and those located off shore of major and dominant jurisdictions such as Jersey off the coasts of France s civil law and England s common law system as well as Cyprus situated between the influences of Europe and those of the Middle East Publications of the National Institute of Standards and Technology ... Catalog National Institute of Standards and Technology (U.S.), 1988 **Federal Role in Aviation** United States. Congress. House. Committee on Government Operations, 1957 **Publications** United States. National Bureau of Standards, 1989 Arbitration in Complex International Contracts Joachim Frick, 2001-10-24 The technical economic and social development of the last one hundred years has created a new type of long term contract which one may call Complex International Contract Typical examples include complex civil engineering and constructions contracts as well as joint venture shareholders project finance franchising cooperation and management agreements The dispute resolution mechanism which normally deals with such contracts is commercial arbitration which has been deeply affected in recent decades by attempts to improve its capabilities Most importantly there is the trend towards further denationalization of arbitration with respect to the applicable substantive law In this regard a new generation of conflict rules no longer imposes on the arbitrators a particular method to be applied for the purpose of determining the applicable rules of law Moreover arbitration more frequently took on the task of adapting Complex International Contracts to changed circumstances Also special rules have been developed for so called multi party arbitration and fast track arbitration facilitating efficient dispute resolution The author describes these trends both from a practical as well as a theoretical perspective evaluating not only the

advantages but also the risks involved with the new developments in arbitration Relevant issues with respect to the drafting and renegotiation of such contracts are also discussed Palmer's Index to "The Times" Newspaper ,1897 Covers the period from 1790 to 1905 in The Times of London *Palmer's Index to the Times Newspaper* ,1883 *Health planning reports subject index* United States. Health Resources Administration,1979 **Commerce Business Daily** ,2000-04 **A Christmas Carol and Its Adaptations** Fred Guida,2006-08-16 Over 150 years after its original composition Charles Dickens A Christmas Carol continues to delight readers The figure of Ebenezer Scrooge has become a cultural icon and Tiny Tim s God Bless Us Every One is as familiar as Merry Christmas It is not surprising that Dickens ghostly little book as he called it has proved popular with playwrights and screenwriters In everything from elegant literary treatments to animated musicals the role of Scrooge has been essayed by actors from George C Scott to Mr Magoo This critical account of the story s history and its various adaptations examines first the original writing of the story including its political economic and historical context The major interpretations are analyzed within their various media stage magic lantern shows silent film talkies and television Dickens other lesser known Christmas stories like The Cricket on the Hearth are also examined and compared to the immortal Carol Finally a complete annotated filmography of all film and television productions based on A Christmas Carol is included with commentary on each version s loyalty to the original text The book includes 25 previously unpublished photos as well as analysis of previously undocumented productions The text includes a foreword by the distinguished film and literary scholar Edward Wagenknecht a bibliography and an index **Publishers' Weekly** ,1898 Finding List of the Social Sciences, Political Science, Law, and Education Virginia State Library,1910

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