

Human Resource Management Training Proposal Paper Example Essay

Introduction

Human resource management employees training is the process of equipping HRM recruits with the necessary skills and competencies to ensure that they are able to deliver the mandate of an organization by managing an organization human resources. Human resources management plays a significant role in the success of an organization and every organization HRM needs vary, and there is a need to prepare the organization employees with their new roles within the specifics of the organization. HRM employees training can be a continuous process or periodical event that can be used to bolster an organization human resource management (Mpofu & Hlatywayo, 2015). This paper will create human resources management employees training proposal which is aimed at creating a training program that will prepare the HRM employees to manage the human resources of a healthcare company.

Processes and Steps of Human Resource Functions

Human resources are the process through which an organization manages its employees to ensure high productivity. Human resources functions are the main duties and activities that the human resources department engage in such as; planning, recruiting, interviewing, selecting, and hiring of employees for different organization human resources needs (Itika, 2011). The following is the process and steps of determining the human resources functions.

Assessment of the organization human resources needs

Human resource functions are all the major activities and responsibilities of the HRM as an organization organ. The HRM functions can be determined and planned initially by conducting an organization human resources needs assessment which helps to identify the different needs that inform the HR functions such as planning, recruiting, selecting and hiring employees (Itika, 2011). For instance, the assessment of an organization human resources needs can reveal inadequate skills or number of employees which can lead to the training and hiring of new employees to meet the healthcare organization human resources needs and skills.

Identification of the HRM gap

Human resources evaluation helps an organization to identify the gap between the current skills easily, employees' number and service delivery and the expected components which can help in identifying the human resource functions required (Itika, 2011). For instance, an organization HR assessment can reveal a high number of patient complaints on care providers which can initiate a training and development program to address the care provider's skills gap in an organization.

Budgeting for the HRM functions

After identifying the HR gap, the management should allocate a budget to carry out a specific human resources function. The availability of a budget makes it easy for the human resources to

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A Textbook of Human Resource Management Dwivedi R.S.,2009-11-01 This Book Is Designed For Management Students Interested In The Conceptual Background And Content That Is Essential For Understanding The Relevant Issues In Human Resource Management Hrm It Emphasizes A General Management Approach To Hrm To Meet The Ch *Financial and Managerial Aspects in Human Resource Management* Dennis Pepple,Crystal Zhang,2021-01-13 *Financial and Managerial Aspects in HRM A Practical Guide* breaks new ground by being the first to compile the everyday management and financial decisions of HR managers in a single book It is an essential resource for understanding core practical HRM issues in the modern workplace Daily Graphic Yaw Boadu-Ayeboafah,2006-10-24 Proposals for Improving the Electronic Employment Verification and Worksite Enforcement System United States. Congress. House. Committee on the Judiciary. Subcommittee on Immigration, Citizenship, Refugees, Border Security, and International Law,2007 Health Care Cost Containment Under H.R. 3600, the "Health Security Act" United States. Congress. House. Committee on Ways and Means,1994 *Canadian Personnel/human Resource Management* George T. Milkovich,1988 Human Resource Management in South Africa ,1998 **Human Resources Management** ,2004 **Human Resource Management** John M. Ivancevich,1998 This text takes a managerial orientation and is relevant to managers in every unit project or team Managers are constantly faced with HRM issues problems and decision making and the primary goal of the text is to show how each manager must be a human resource problem solver and diagnostician Attention is given to the application of HRM approaches in real organizational settings and situations Realism understanding and critical thinking were important in this eighth edition **Human Resource Management** Pravin Durai,2010 **Human Resource Management News** ,1994 **Human Resource Management** H. John Bernardin,Joyce E. A. Russell,1993 This core course book combining a human resources management text with original experiential exercises emphasizes the development of student skills and competencies It provides comprehensive coverage of the key areas of HRM theory and practice and includes a wide array of contemporary HRM issues such as sexual harrasment drug and personality testing and human diversity in the workplace **Applied Psychology in Human Resource Management** Wayne F. Cascio,1998 For upper level specialized courses in Human Resources Management or Industrial Organizational Psychology Interdisciplinary and research based in approach this text integrates psychological theory with tools and methods for dealing with human resource problems in organizations and for making organizations more effective and more satisfying as places to work It reflects the state of the art in personnel psychology and the dramatic changes that have recently characterized the field and outlines a forward looking progressive model toward which HR specialists should aim **New York Court of Appeals. Records and Briefs.** New York (State)., Cornell University Courses of Study Cornell University,2006 Sarhad Provincial Conservation Strategy ,1997 **Handbook for Professional Managers** Lester R. Bittel,Jackson Eugene Ramsey,Muriel Albers Bittel,1985

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Table of Contents Human Resource Management Proposal Basic

1. Understanding the eBook Human Resource Management Proposal Basic
 - The Rise of Digital Reading Human Resource Management Proposal Basic
 - Advantages of eBooks Over Traditional Books
2. Identifying Human Resource Management Proposal Basic
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Human Resource Management Proposal Basic
 - User-Friendly Interface
4. Exploring eBook Recommendations from Human Resource Management Proposal Basic
 - Personalized Recommendations
 - Human Resource Management Proposal Basic User Reviews and Ratings
 - Human Resource Management Proposal Basic and Bestseller Lists
5. Accessing Human Resource Management Proposal Basic Free and Paid eBooks
 - Human Resource Management Proposal Basic Public Domain eBooks
 - Human Resource Management Proposal Basic eBook Subscription Services
 - Human Resource Management Proposal Basic Budget-Friendly Options
6. Navigating Human Resource Management Proposal Basic eBook Formats
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 - Human Resource Management Proposal Basic Compatibility with Devices
 - Human Resource Management Proposal Basic Enhanced eBook Features
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 - Highlighting and Note-Taking Human Resource Management Proposal Basic
 - Interactive Elements Human Resource Management Proposal Basic

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 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Human Resource Management Proposal Basic
9. Balancing eBooks and Physical Books Human Resource Management Proposal Basic
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Human Resource Management Proposal Basic
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Human Resource Management Proposal Basic
 - Setting Reading Goals Human Resource Management Proposal Basic
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Human Resource Management Proposal Basic
 - Fact-Checking eBook Content of Human Resource Management Proposal Basic
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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