

PART 1 - THE HUMAN RESOURCE ENVIRONMENT

Chapter 1: Strategies, Trends, And Challenges - In Human Resource Management

1. Define HRM, identify roles + responsibilities of HR departments, & explain how HRM contributes to an organization's performance
2. Summarize areas where HRM can support organizational strategies
3. Summarize types of competencies needed for HRM
4. Explain role of supervisors + managers in HRM
5. Describe typical careers in HRM
6. Describe trends in labour force composition & how they affect HRM
7. Discuss role of high-performance work systems & how technological developments are affecting HRM
8. Explain how the nature of employment relationship is changing & how the need for flexibility affects HRM

EARNING A REPUTATION AS A GREAT EMPLOYER

- labour markets more competitive = HR needs to provide for competitive global success on top of supporting organization's priorities
 - several annual national competitions —> eg. Top 100 Employers, Canada's Top 10 Employers for Young People, Canada's Most Earth-Friendly Employers, Best Employers for New Canadians, Canada's Top 10 Family-Friendly Employers
 - also some regional recognitions
 - Google most well known for employee-first culture —> provides many accommodations for employees = attracts + retains top talent
- knowledge-based economy now —> rely on ppl to generate, develop + implement ideas
 - HR = important role to ensure organizations have the ppl capacity for strategic objectives
- **human resource management (HRM)** = practices, policies + systems that influence employees' behaviours, attitudes + performance
 - all practices managed systematically = employees/customers more satisfied & more innovation, productivity + better reputation

FIGURE 1.1

Human Resource Management Practices



- analysis + design of work
- workforce planning: determining how many employees w/ specific knowledge + skills needed
- recruiting: attracting potential employees
- selection: choosing employees
- training + development: preparing employees to perform jobs + for the future
- performance management: supporting employee performance
- compensation + rewards: rewarding employees + deciding salaries/wages
- employee + labour relations: creating a positive work environment
- must also provide safe + healthy work

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Jianjun Gao



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