Answer to HR Management Unit 4 Assignment

Course’s Name

Student’s Name

Professor’s Name

Institution

Due Date

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**Answer to Question 1**

There can be a variety of bad consequences that are caused by the fact that a company “cuts corners” in order to save resources and money during the staffing process. In specific, talented staff in the organization can be fired, which leads to a great loss of the organization's revenue in the future. Furthermore, the principles of the employees as well as the outlook to the organization can be severely affected when the HR managers “cut corners” to have both resources and money saved for the staffing procedure (Mello, 2015). As a result, the organization has to spend more expense in recruiting new job applicants and for the financial budget required in training those new hires. Even worse, the organization that “cuts corners” in order to save resources and money inappropriately can experience employee misclassification, in which there are some employees that are not distinguished from independent contractors. That is because not classifying workers as either independent contractors or employees is a well-known method that helps the company save money on labor expenses. But unfortunately, this will definitely come with serious results on both federal and state levels. Other than that, incentives during the staffing process which refer to a great method to motivate workers are not included when the employees' income is calculated so that the productivity levels of the company will not increase.

In addition to all of the above consequences, the underestimation of the human error rate among the employees' working environment may occur. However, this can easily be resolved when the company's HR professionals and accountants are provided with an automated system so that their time can be saved when it comes to making an important difference in the error rate of the employees. In general, it is not considered a good option for a company to “cuts corners” to save money and resources because the advantages of employee training far outweigh the initial expense of resources and time. Indeed, when an organization fails to invest in employee training, it has a tendency to end up with unsatisfied employees, low productivity levels, unhappy clients, in addition to a lot of wasted money and time.

**Answer to Question 2**

The advantages of a company’s Staffing strategy of hiring for “cultural fit” is that the employees can be given the motivation to perform hard as they may be working in the organization with as similar objectives as them bringing them the point of view that the job position can be suitable in a perfect manner for them. Additionally, the organization is given positive feedback through its employees, and by this being mentioned, more talented employees will be attracted to the organization in the future because those new hires will be significantly influenced to work performance in the company due to the good reputation of the employers. Nonetheless, some of the drawbacks consist of the resignation of the employees in the case that it appears that those employees are not culturally fitted in the organization. Furthermore, some bias can also be created in as to recruiting new employees with the same characteristics not providing some of them the opportunities to develop and become diverse than the other workers. And last but not least, another disadvantage of the company’s staffing strategy of hiring for “cultural fit” is that the employees can be dishonest especially when they try so hard to be adaptive to the organization's culture. However, this can easily be resolved when the HR managers conduct the background checks as they hire employees to fit in the organization not only by the abilities, expertise, and skills but also by the culture of the employee provided that a few of them will have various perspectives and outlook.

In conclusion, the pros and cons of hiring for cultural fit can have a great impact on any business because each individual organization should have a defined set of features that build up its business cultural system. McGrath & Euchner (2020) have suggested that “the staffing strategy of hiring for “cultural fit” can engage employees, which are further crucial for business achievement (p. 16). As the values of the employees align with those of the organization, those employees tend to be more satisfied in their job responsibilities and thus remain invested in their company for the long term.

**Answer to Question 3**

The staffing process at our current employer must consist of adequate background checks of the newly hired job applicants, mentioning the years of experiences they have as well as what are areas of expertise they are optimal into contributing to the benefit and revenue of the organization as well as for themselves. In fact, the fundamental staffing process can be similar in most organizations; however, there are many variations when the whole company's staffing process is conducted in a remote manner. As a matter of fact, HR planning is when an organization has settled on the amount of workers they are looking to recruit and the ability sets they require of these workers (“Is Multiculturalism Enough?”, 1992, p. 209). In this regard, the organization should then compare those workers' requirements to the expected amount of qualified job applicants within any labor market. The recruitment stage of any organization's staffing process occurs when it attempts to reach a pool of job applicants or employees through job referrals, college campus recruitment, advertisements, as well as job postings, and so on. Job applicants that reply to these measures then come in for the interviews within the organization as well as other approaches of assessment. Therefore, the HR managers and employers are supposed to come up with the background check of those prospective job applicants, in addition to check their references.

**Answer to Question 4**

There is a strong relationship between training and organizational development, as they are connected where it provides a method to acknowledging the attempts of the organization to make sure that the employees are fully motivated in their working environment. Neirotti & Paolucci (2013) have argued in their article that “training and organizational development can be done when the HR managers give those employees more activities and tasks in order to have their contentment and motivation evaluated” (p. 107). In this manner, the organization can be contributed by those employees when it ensures that the organization's practices and activities are supported and reflected by its overall objectives and missions. By doing so, higher achievement rates can be given by those training and organizational development programs so that effective approaches to improve the organization can be given.

The training programs in addition to the organizational development can contribute to the company's strategic HR management in a variety of ways. That is because both of them particularly result in increased motivation as well as job satisfaction for the employees. Furthermore, the efficiencies of employees can lead to increased capacity and operational cost savings, and that in advance leads to financial gains in the organization's revenue. Hence, acknowledging new techniques and information technologies for getting job performance done also enhances operational metrics, and training practices can additionally raise the retention rates of the employees. In particular, activities that are designed to develop company personnel and train employees must specifically be conducted by the strategic HR managers so that performance issues of the employees can be addressed and they can be prepared for the management role. Last but not least, the relationship among training and organizational development does exist in the organization where we previously worked because flexible options such as mentoring, coaching as well as job-rotation experiences are offered in our company besides the application of formal training programs. Moreover, the training and development department in which we have previously worked are structured in a way that encourages workers to develop their professional abilities and creates programs for executive leadership development. Consequently, the employees in our previous company can learn new abilities and skills that are required to take on any HR management duties.

**Answer to Question 5**

An advantage of off-the-job and on-the-job trainings is that the company can be given a flexible amount of time in order to have a lot of energy and effort saved, which further helps the company to make good money. Besides, Lynch (1991) has mentioned that “job contentment can be increased, which leads to the fact that the employees will enjoy having more open opportunities for their growth and individual development” (p. 151). On the other hand, online training can provide the company simple access to the sources required, and consequently, the company can pay fewer expenses than if online training is not used because the employees are able to work from home. And at the same time, online training can additionally be flexible so that the employees can have simple access to the company's tasks while they do not have to arrive at the company's workplace. But unfortunately, the disadvantage of on-the-job, off-the-job, and online training is that there are disassociated outcomes that can in advance hinder the growth as well as individual development of the employees. Even worse, there will be an insufficient amount of communication from the HR managers and to the employees, which further leads to the fact that the quality of those types of training may not be as effective.

In fact, the best type of training in which we work and have had experience with is on-the-job training because it gives us the opportunities to work in the real world, which further allows us to meet new employees and interact with them in the company's working environment. In this regard, it gives our HR managers an opportunity to learn and understand new concepts as they are being coached, monitored, and provided new methods on how to deal with difficult circumstances, and especially, those HR managers can be mentored by staffs that have a higher ranking than them.

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