Assignment Choice #2: Case Law Analysis

Brandon R. Butler

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Colorado State University – Global Campus

Instructor: Dr. Jill Legare

**Summary**

In the uncertain recall there were so many of the people who applaud our new project in the company and some doubted the abilities and the efforts that we put in place. But now no matter the feeling the organization is striving and moving to the greater heights that the reality is that it is all in the verge of emerging amongst the top most since the issues affecting it are becoming minimal day by day. In the real sense who knew that because of the new project proposed the CMS Company would have to yield not only in terms of employees but also the customer’s satisfaction. This is a great stride that we have made as a company and the reality is that for a number of times that we held the project and held in the schizophrenic situation not knowing what to do till now I believe some are still debating on the issue which according to me it has started yielding fruits before we start it.

**Strategic planning**

This is placed into consideration as a matter of fact this comes first in the major objectives and the plans can affect the budgetary and the whole project if placed in secrecy (Kumar, R., 2011).

**Organization goals and priorities**

This are laid down and sorted within the organization and priorities the organization have placed first are the once which are influencing the whole project. In reality the organizational goals and priorities should be handled with great vitality and they should be listed down for clarity and remembrance.

**The drives and the Challenges affecting the organization**

The reality is that this might be far more dangerous and need to be kept at bay so as to avoid the uncertainty that might be brought forth by the so called risks to the company. In the concept, it is inevitable that for an event where the challenges and the drivers are gone viral the mission and the objective if the organization might fail. In the continuity, the reality about the challenges and the drives it is important to note the both external and internal risk and drives so as to evade or embrace to the inevitable end (Truss, C., Mankin, D., & Kelliher, C, 2012).

**Identification of the loop holes**

This is important in the event when the company’s executives and the shareholders are converged trying to evaluate the success in relation to the failures. This can make and evaluate the loop holes that might be in existence so that in the continuity of the so called project the factors at hand shall be handled with no uncertain loop that might bring depravity to the so called projects.

**Human Resource Strategy and goals identification**

The reality is that in some of the extent the HRM strategy and goals are part of the major existing factors that might affect the company’s objectives. This makes the identification and the strategy of the HRM a step in the closing the loop ends of the mission the company has.

**The HR plans and the Gap**

The reality is that in some of the extent the human resource department plans have been so huge that without a look out the HR management might face some of the challenging times and they need to be placed on watch. The plans are also important for the company to be able to undertake steps to see their plans through.

**Training and orientation programs**

This are important in the sense that the new people(employees) should be given the chance to training and the orientation process to see if they are fit in their so called field. This will also help the company to talk of their objectives and the missions to the future they are headed to. This will prepare the new lot into some real business that the company has placed before them. In the due process they shall be assessed in order to see if they have moved out of the course of which the company is prepared to handle or is handling.

**Remuneration**

This should be considered in order to get much out of the employer’s reality. In addition, the incentives should also be discussed as a measure to appreciate the good work the employees have been doing.

**The company’s Reorganization**

This is in the believe that if the company remains in the same position, workers having worked at the same level for so long, people will start losing the reason why the company was formed. This will make the people be demoralized and even quit the job. For a good job Reorganization is important in the sense that the employees will be motivated to work hard since it involves, firing hiring and promoting while others are demoted.

**Conclusion**

In above all the steps created by the organization to be followed it is inevitable to be followed to the latter because even if they are beautiful if not put in practice they can take a V turn.

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