



Strategic Human Resource Management

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Introduction

Human resource management is one of the most important departments within an organization because it manages and organizes the most valuable asset. Hence, successful human resources management plays an important role in the success of the organization. Furthermore, strategic human resource management is the connection between a company's human resources and its strategies, objectives, and goals.

Research Objectives

This research was carried out to show the importance of the HRM department to the organization, why companies should consider strategic human resource management, how the SHRM creates competitive advantage and how it can improve business performance.

Literature Reviewed

Human Resource Management

Human resource management (HRM or simply HR) is a function in organizations designed to maximize employee performance in service of their employer's strategic objectives.

HR departments and units in organizations are typically responsible for several activities, including employee recruitment, training and development, performance appraisal, and rewarding. (Ibrahim Rihan, 1998)

HRM: past and present.

Previously, HRM was dominated by transactional work, such as payroll and benefits administration, sending birthday gifts to employees, and making **sure forms filled out correctly-namely**, an administrative role rather than a strategic role crucial to the success of the organization.

HR now focuses on strategic initiatives like mergers and acquisitions, talent management, succession planning, industrial and labor relations, and diversity and inclusion. (Ibrahim Rihan, 1998).

The aim of SHRM

The essential aim of SHRM is to generate strategic capability by ensuring that the organization has the skilled, engaged, and well-motivated employees. It needs to achieve constant competitive advantage. (Michael Armstrong, 2008)

The roles of SHRM



Roles of SHRM (MBA skool team. 2020)

Why is strategic human resource management important?

Strategic HR carries out analysis of employees and determines the actions required to increase their value to the company. Furthermore, strategic human resources management uses these analysis results to develop HR techniques that address employee weaknesses. (Katie Sawyer, 2019)

The following are benefits of strategic human resource management:

- Increase job satisfaction.
- Better work culture.
- Improved rates of customer satisfaction.
- Efficient resource management.
- A proactive approach to managing employees.
- Boost productivity. (Katie Sawyer, 2019)

Conclusion

Strategic human resource management is the link between the management of human resources to an organization's business strategy, where SHRM improves the organization's performance and increases the level of competition with other companies.

References

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