

HRM company strategy (Human Resource Management)

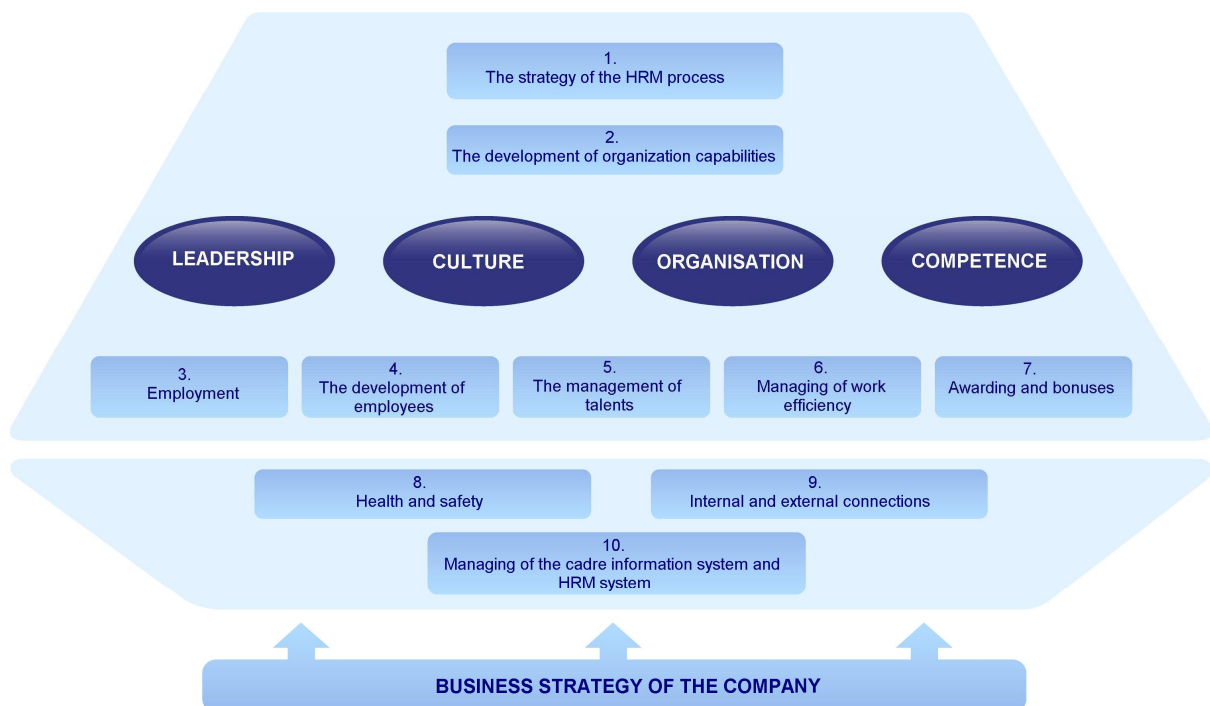
1. Why prepare a HRM strategy?

In achieving the strategic goals of a company, all three key building blocks of a business model have to work in harmony: organisation and processes, information support and the employees. With this, it is certain that the first two building blocks would not exist without the last one, which has shown itself to be irreplaceable. Such forms of organisation and processes and information support can be designed as completely informal or virtual; however, with human resources this option does not exist. For an organisation or company to formally exist, a strategic plan for the management of human resources as its main building block of business operations is necessary. The development of a company is conditioned with an entire set of carefully executed policies for HRM (Human Resource Management – development of human resources). For the execution of operative and strategic assignments it is necessary to provide actual individuals with the correct knowledge and the correct level of motivation.

2. What belongs in the complex for establishing a HRM strategy?

The HRM strategy guarantees the focused development of HRM capabilities for achieving goals on a higher company level. It derives from the mission of human resources. In the model which is used by the consultants of SIGEM Business Consulting, we connect the structure of the organisation, the capabilities of human resources, management and culture and cadre systems. In comparison with the existing profile of the organisation, we set the following HRM contents using planned goals:

- What kind of knowledge-skills will be necessary for people to lead and support the organisation in the future so that it will be able to realise its business goals;
- What programs and initiatives of human resources will be necessary for the effective handling of external pressure and for the creation of an organisation oriented towards demand.



Picture: The model of levers for managing human resources – HRM