

Suitable System for Gladwell Store

Posted on September 28, 2018

Introduction

Gladwell Grocery Stores (GGS) has ten stores, with Tom Bell working as both the human resource manager and operations manager. He spends more time and gasoline traveling weekly to the ten stores to perform specified relations functions and recruitment duties like hiring, recruiting, and dealing with employees' concerns. The grocery payroll system is still based on check printing software and Microsoft Excel spreadsheets. GGS profitability is affected by the cost of time and human resource travel. Mr Ben needs help to determine the best means to reduce human resource costs and increase efficiency in its functions. If the company had established HRIS all functions would be automated and relieve him from stress.

Background:

In globalization, HRM has been evaluated as a comprehensive and strategic function that is crucial to the growth and success of companies in many industries like food and grocery retailing, as well as service-oriented retail. In HR, people are involved in management in the workplace. GGS is operating from its head office in New York and supplies consumers with merchandise for sale. This entails the final step in the value chain, which involves product delivery to end-users. 39% of employees at GGS are on permanent terms, while the rest are on part-time contracts. This shows that every outlet has at least 21 employees on part-time terms. In the ten stores, the company has about 420-480 employees, 190 of them being on permanent employment terms.

Business Assessment

The human resource department ensures a motivated and productive workforce through strategic planning and worker management. In a retail industry like GGS, there are HR challenges that result from employees dealing directly with customers, and these challenges must be addressed both in the long and short term through HR objectives and policies. (Moschetto, 2014) High employee turnover: employees come and go often, causing difficulties in training and development and a waste of time on constant recruitment and hiring of new employees. This makes it hard to attain customer loyalty since they encounter new faces on every occasion. A diverse workforce and misconception may cause cohesiveness. Seasonal demand affects the retailer, and a program to assimilate temporal workers during high-demand seasons must be developed.

Recommendation:

There are diverse HR frameworks accessible in the business showcase, and the decision-making process relies on business requirements and determinations. The store, notwithstanding, needs a framework that lays out the three fundamental elements of enlisting and giving worker administration capacities, going about as a correspondence entryway, and creating compensation data. A framework achieving the three principle assignments will take care of the issue of making a trip week by week to every one of the stores. It will likewise build effectiveness in the procedure of contracting and precision in assignment administration. There are two accessible HRISs in the market that can adequately and effectively address the issue. The two reasonable frameworks that are accessible are the workable HRIS and, in particular, HRIS.

HRIS Type And Comparison:

Workable HRIS is enlisting data framework sold by workable programming constraints and intends to supplant messages and spreadsheets with a candidate the following framework. Utilizing the framework, one can compose sets of expectations, post on numerous activity sheets, speak with representatives, and do calendar exercises. The framework valuing is \$188 every month for genius clients with some boundless workers.

In particular, HRIS is sold by the specific organization in an online installment and advantages stage, which is implied for small and medium-estimated businesses. It can be utilized to deal with all the HR information in one place. The framework can procure representatives, create finance information, and give the examination to specialists. The framework can likewise create timesheets, prepare workers, track candidates, report costs, and go about it as a correspondence entrance. The evaluation for the framework is \$4 per representative in a month.

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The Namely framework is the most appropriate framework for use by the Gladwell stores as it tackles every one of the issues that Mr. Chime faces in administration and voyaging costs. Notwithstanding having correspondence, finance, and enlisting capacities, the framework can likewise be examined in light of the execution of every representative.

Identifiable Issues

This involves human resource functions that are beneficial to the company and include:

- Positioning employees for success through ongoing assessment of needs (Delorme & Arcand,

2010). This is done by identifying ability gaps in employees between current and future for competitive reasons. This involves the company's weaknesses and strengths. The critical issue in medium businesses is how to develop potential employees who can multi-task roles in various stages of growth.

- Secondly, identifying training and development plans. After highlighting the ability and skills gap, training issues are identified. This is important because it helps identify environmental and technological factors that influence business competitiveness ability. Leadership training can promote succession planning. As the company automates software, training is required. This increases employee satisfaction and retention, leading to a successful business and contributing to competitive advantage.
- Finally, effective communication of policies and employee practices. This stimulates teamwork through the proper interaction of employees and minimizes personnel obstacles that may result in problems. Well-defined roles and positions and the company's culture must be clarified to employees. Training policies or forms of guidance must be put in place to avoid liability. Moreover, workforce planning and implementation policies that will effectively suit the company must be established. Moreover, work conditions and environment must be conducive to the staff.

Business Proposal

In reference to HR functions, the training and development plan for GGS should be well established. The weaknesses of the company highlight the training issues that need to be tackled. Leadership training will determine a successful succession plan for the business, and there will be no need for hiring from outside, and culture continuity will be maintained. Training employees is beneficial since highly trained employees are retained and motivated, boosting customer retention. In this case, both the technological and environmental elements that influence the business's ability to compete are established, and future strategic plans are outlined. The adaptation of HRIS, which is software designed for medium-sized businesses, helps simplify human resource functions in an automated way, reduces costs, and minimizes time waste. Employees are required to undergo software training to be acquainted with the new system.

Conclusion

Through HRIS, the human resource functions will be centralized. Mr. Ben will not undergo the stress of traveling from one store to another to accomplish his duties. Costs of traveling from one store to another will decline rapidly, and time will not be wasted. This is because Mr Ben will operate his functions from one centralized point and will be able to multitask easily. Moreover, the company will be automated in various departments like payroll, training, recruitment, and compliance, thus reducing the workforce. Employees will be able to handle recurring activities easily through electronic means, like filling out forms for time off. HR division is a center of administration, and the

arrangement of the business association and a noteworthy defect in the office may prompt an extreme fall flat or big-time misfortune that could be tackled by utilizing the most proper HR framework.

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