

The Influence of Changing Workforce

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Changing Workforce and Organizational Success

The workforce determines the success of every organization. A purpose-oriented company scores higher on performance reviews. This implies that a company has to hire more purpose-oriented workers if management wants to build a high-performing workforce that can drive corporate success in the future.

The goals and values of both the organization and its employees play an important role in determining the organization's corporate success. Part of HR's role is to ensure that the growth of the company's workforce aligns with the company's goals (Dessler, 2017).

Every company intends to grow after every financial year. The role of management is to ensure that the company's goals are achieved through proper leadership. The HR department, together with the company's management, has to ensure that the company achieves its goals. The management will, therefore, need to align its goals and efforts to ensure that the company grows based on the organization's values. The business world constantly changes, and business needs increasingly align with technological changes and developments. As part of the company's vision and mission is to grow in the industry, there is a need for the company to have a workforce that can handle the new technologies and the changing needs of the business industry. The company has to analyze its current workforce and evaluate the skills offered by its workforce. After analysis, the company will be able to determine the type of workforce that it needs. The organization needs a diverse workforce that is able to handle the various tasks presented and offer solutions to any problem that may arise. Every employee's organizational and personal values should be aligned to avoid any conflict of interest in employee output.

Human Resource Management and Organizational Values

As the company recruits, it is the role of the HR department to ensure that the company's values are upheld. The new employees should have personal goals that are aligned with the company. This ensures that every employee will be 100% dedicated to performing the tasks they are assigned and will avoid conflict of interest. Also, by having a close relationship between the employees and the HR department, the company can keep track of employee issues and solve them early before the problem becomes significant. The workforce stays in check through HR and the new employees who get training after recruitment. The management relies on HR to keep track of employees who may

have different values and ensure that any gaps in the workforce are adequately filled with somebody who will help the organization achieve its goals.

The role of the manager and top officials is to offer leadership to the workforce. The leader is a role model for the lower employees who look up to the manager for guidance as they perform their duties. The leader is, therefore, responsible for promoting new ways of doing things and ensuring that the new technologies related to the business are adopted by his or her employees. The changing business environment also calls for a leader who embraces change in the organization and encourages the workforce and fellow managers to promote the same. HR is responsible for ensuring that the manager encourages innovation and embraces organizational change. HR also analyzes the workforce, noting the employees' problems while at the workplace. The HR department listens to the various complaints raised by the employees and seeks to solve them amicably to ensure there is no workflow breakdown due to conflicts. Workplace relationships must be analyzed, and those that seem to drag the organization's progress should be handled and corrected. Employee conflict is common in the workplace, and therefore, HR ensures that conflicts and unhealthy competition are handled appropriately.

Role of Labor Unions in Employee Protection

Labor unions are meant to protect employees from exploitation by the government and their employers. Labor unions have played an important role in solving employee issues. Issues like salaries and working environments are usually solved by labor unions. Through dialogue and other activities, labor unions engage employers and governments in negotiations that benefit both parties at the table. Various issues related to employees have been solved by labor unions. Also, employee problems are handled at the company level with the help of the HR department. When the HR department receives grievances from employees, it is the responsibility of the HR department to seek solutions from management. HR has to work with the management to ensure that problems are solved before they become issues involving labor unions. Such issues usually tarnish the image of the company to both the public and investors.

Employee Training and Workforce Development

Training programs in the organization are important. The business world needs constant retraining of the employees to keep them up to date with the new developments. The changing technologies also need employees to acquire new skills constantly. New employees get training before they join the workforce. HR is responsible for developing appropriate training plans that incorporate all the relevant skills needed by the workforce. An employee relations training plan should have participants recognize and provide guidance on regulations and policies in evaluating and addressing performance concerns. It should also guide management in identifying and dealing with issues in discipline along with other issues. The training programs will change the business environment. Internally, the

company will have a workforce that is up to date with the changing business environment and improving technology. Coordination in the workplace will improve. Productivity and efficiency at work will improve as the employees will have better skills to perform their duties. Externally, the company achieves better customer satisfaction from employees with better service delivery skills. The company becomes more competitive due to a high turnover and increase in profits given the efficiency and productivity of its workforce. The improved customer satisfaction is bound to attract more customers and retain even more, therefore increasing profits for the company and revenues paid to the government. Such changes will greatly improve the company's image, attracting more investors to the company. The changes also open the company to new opportunities like investments in new countries or expansions in the industry to accommodate the growing demand for the company's goods or services.

References

Dessler, G., 2017. *Human Resource Management*. 15th ed. Upper Saddle River, NJ: Pearson Education.