

Introduction to Team Building

In team building activities is very important the Human Resource Management; it concerned with the human beings in an organization. "The management of man" is a very important and challenging job because of the dynamic nature of the people. No two people are similar in mental abilities, tacticians, sentiments, and behaviors; they differ widely also as a group and are subject to many varied influences. People are responsive, they feel, think and act therefore they can not be operated like a machine or shifted and altered like template in a room layout. They therefore need a tactful handing by management personnel. Human resource has a paramount importance in the success of any organization because most of the problems in organizational setting are human and social rather than physical, technical or economical failure. In the words of Oliver Sheldon, "No industry can be rendered efficient so long as the basic fact remains unrecognized that it is principally human.". All organisations have to plan for the positions that inevitably become vacant. Employees retire, resign or get promoted. Also, new positions develop as the business expands. Therefore, for most organisations, determining staffing needs is an ongoing process. Human resource (HR) planning in the establishment phase of the employment cycle involves forecasting the number of employees available and the number of qualified employees demanded in the future. HR planning must be related to business strategies. You will recall that a business strategy is an action that is taken to achieve an organisation's objectives. A common strategy used in order to achieve the objective of increased profitability may be to reduce business costs. HR must forecast the future demand for employees and estimate the supply available to meet that demand in order to avoid having too many employees on the payroll. If supply of employees is forecast to be greater than demand, HR will have to plan for a reduction of the workforce. For example, large supermarket chains in Victoria will have to plan for the likely staffing effects of customer self-scanning facilities. With as many as six in ten shoppers now scanning their own supermarket items, chains such as Woolworths and Coles must plan for what may inevitably mean a decrease in the number of checkout operators. Human resource planning that is related to the business strategy of the organisation has never been more important. Given the pace of today's technology and the global economy we now operate in, organisations must respond to change faster. If an organisation does not plan their human resource needs in line with their business strategy, it is unlikely that the business will succeed. Human resource planning in the establishment phase of the employment cycle requires that an organisation constantly monitor and plan:

- the number of employees required
- their qualifications, including skills, previous experience and knowledge
- when and where these employees will be needed.

Now that we understand that human resource management must be

related to business strategy, let us take a closer look at the establishment phase of the employment cycle in relation to job analysis and job design.