Strategic Human Resource Management

AC 4.3

Examine how the effectiveness of human resource management is monitored in an organization

HRM Components that are monitored

- HRM strategy
- HRM policies
- HRM operations

The Effectiveness of HR

- Please read the hyperlink attached

Case Study

- Please read the case study, as we will be using it for our discussion.

Case Study Discussion

- What stood out to you?

Discussion

1. How can the effectiveness of human resource management be monitored in organizations?
2. Are organizations really monitoring the effectiveness of HRM? Why or why not?
3. How can they overcome the challenges of monitoring and reviewing the effectiveness of HRM?

References

- Bloghresources.blogspot.com. (2010). *HUMAN RESOURCES: ASSESSING HR EFFECTIVENESS*. [online] Available at: http://bloghresources.blogspot.com/2010/02/assessing-hr-effectiveness.html.
- Theo, S. and Crawford, J. (2005). Indicators of Strategic HRM Effectiveness: A Case Study of an Australian Public Sector Agency During Commercialization. *Public Personnel Management*, 34(1), pp.1-16.