

BSP Human Resources Management – The People Side of Business!

Human Resources Management (HRM) is the function within an organisation that focuses on aligning employees and the business strategy.

HRM is the strategic function that provides a tool set for strong and effective organisation leadership and developing/ensuring an effective organisation culture. HRM involves integrating employee needs with the Business Vision, listening and responding to employees, managing change and providing direction for the people who work in an organisation. HRM is strategic, is a “soft” investment and supports real value creation that comes with being known as a **“Great Place to Work”**.

HRM is a leadership function and is performed by the owners and line managers who are directly responsible for the alignment, engagement, contribution, and productivity of their reporting staff members. Leaders are also responsible for the ongoing development of and retention of superior employees.

Human Resource Management includes:

- Designing the organisation structure to execute the Business Strategy.
- Planning personnel needs – skill gap analysis.
- Developing Job Specifications – Position Descriptions.
- Recruiting the right people to fill the roles.
- On-boarding new employees.
- Designing and managing the Employee Performance Management programme.
- Designing and managing the compensation scheme including benefits and incentives.
- Designing systems and processes for regular employee communication at all levels.
- Developing and managing a Redundancy process.
- Improving employee motivation and organisation culture.
- Health and Safety programme.
- Developing leadership capability and training.
- Ongoing Technical skill development and training.
- Personnel and Payroll administration.



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