

**FCIC INTERNATIONAL ENGINEERING FORUM
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**Reconstruction Challenges/Opportunities
Post War & Disaster
and
Human Resources Challenges Facing
Technical Consultancy Firms**

Human Resource Management Challenges & Solutions

Introduction

Human resource management is an art that requires planning and a strong understanding of human motivations. Many companies can invest heavily in technology that solves geographical constraints and advances.

Technology is culturally driven. If technological resources are cultural, they are just like people. If they are physical, they are just like buildings and machines.

All resources are created by people and technology. So to help understand it, we have to recognize the human component of each resource.

When it comes to dealing with humans, there is no such thing as a one-way street. It is especially difficult when you are managing a large number of employees. Some of the issues that human resource professionals encounter and how to deal with them are listed below:

1. Process of Recruitment and Selection

The selection process should be well-planned, structured, and in a specified order. Documentation of the process is required and should be precise and methodical. The recruiting process could be conducted in a variety of ways and approaches, depending on the recurring situations. It is always good to have the flexibility to adapt and face challenges.

2. Hiring and Retaining the Best Talent

Top talent is drawn to companies that have a compelling vision and mission. Top talent want to work in an environment that allows them to succeed, while also accelerating the organization's growth. This may be accomplished by providing an atmosphere in which individuals can share their expertise. Organizations may improve employee engagement and retain top talent by concentrating on company culture and employee performance.

3. Employee Relations

Employee relations should be a part of the mission and vision of an organization. Employee relations is one of the biggest hurdles most organizations and HR professionals face. HR management can provide the appropriate tools and technologies to achieve the employer's objectives and goals. When it comes to employee relationships, the most important thing to remember is to make them feel appreciated. This can be accomplished through incentives and recognition, work-life balance regulations, a career structure, or health care benefits. It is the key to keeping the employees loyal and trustworthy.

4. Communicating with the Team

Communication with the team is primarily intended to promote employee productivity and performance. Many times, hearing from employees who want to communicate about what is important to their team can enhance productivity, and sustainability, and provide an enjoyable workplace. This enables employees who work as a team to communicate through difficult times and get the right support from HR management.

5. Retention and Termination

There is no one-size-fits-all solution to retention and termination issues. HR software can help a firm rearrange their workplace to make it friendlier to employee retention, while also increasing employee mobility and engagement. A higher resignation rate in the face of worsening circumstances can be quite alarming, and organizations are seeking to enhance their personnel policies in order to prevent attrition. Retention and termination are delicate issues to navigate since they determine the fate of an employee's relationship with the organization.

6. Staff Motivation and Development

Challenges involved in staff motivation and development are well known. It is not easy to keep staff motivated. One way to avoid staff becoming distracted is to keep the workplace appealing to employees. A work environment with a good atmosphere can motivate employees to keep working as long as they are not interrupted. Lighting, temperature, a comfortable chair, and even background music can create a great atmosphere.

7. Career Development

HR should focus on providing their employees with the necessary career paths, including upskilling, benefits, growth opportunities, and a well-structured career framework and giving them timely guidance and support with career development through their service in the organization.

8. Employee Benefits

An organization should have structured employee benefits apart from their gross pay. This not only motivates employees but also drives employee referrals and retention rates. Some of the well-known employee benefits are flexible working hours, an annual leave policy, free food, health care services, and leave travel allowances.

9. Performance Evaluation

Having a standard employee performance evaluation can help the organization study and understand its employees better. Conducting regular performance evaluation meetings can help both the employee and employer to learn where they stand in quality and results.

10. Employee Wellbeing

There are many organizations that spend money on employee activities and vacations. There are a variety of reasons why employees may not appear to be satisfied with their jobs; consequently, HR should take efforts to guarantee that no employee ever feels that their days at the firm are difficult. Some of the ways through which HR professionals can monitor employee wellbeing are through employee happiness metrics, employee satisfaction surveys, employee grievance meetings and mental health workshops.

Conclusion

Human resource professionals face a number of challenges. To deal with these challenges, a wide range of skills, knowledge, and concepts are needed.

Challenges are not always the same, especially when handling human resources. But with the help of structured management and knowledge, HR professionals can handle these obstacles in an efficient and effective way.

HR Trends 2023



Thank You

The background features abstract, overlapping geometric shapes in various shades of green, ranging from light lime to dark forest green. These shapes are primarily located on the right side of the frame, creating a modern, layered effect against the white background.