HR Strategic Initiatives

Student’s Name

University

Course

Professor

Date

HR Strategic Initiatives

Diversity and Inclusion

Bridging the generational gap in the workplace is not as difficult as it seems. In today’s world, the human resource department has a role in ensuring that the different generations can work together to reach the organization's commercial and economic goals. The different generations in the workplace notably have differing communication styles, expectations, as well as perspectives. However, adopting a management strategy that addresses the different generations allows the organization to harness their strengths to their benefit (Noon & Ogbonna, 2020). For success, the organization has to better understand the characteristics of the baby boomers, millennial, and beyond. Each generation grew up in different circumstances, contexts, and times and therefore has varying expectations. The silent generation for example, is generally fiscally conservative whereas the baby boomers have liberal tendencies. The Gen Zers on the other hand rely heavily on technology and are used to social media platforms which the other generations are not comfortable with.

The management can bring the different generations together through hosting team-building exercises that are aimed at engaging the different individuals together both digitally and physically. The management can also do the simplest things such as bringing in coffee for the employees several times a month as well as creating tasks that different teams of employees can engage with each other not considering their expertise level (Noon & Ogbonna, 2020). In this way, management can limit the differences and misunderstandings that exist and create a productive workforce.

The Human Resource of an organization faces risks in their digital transformation which in the recent past has been spoken of but not taken seriously. The adaptability of the organization depends on its ability to digitally enable its employees as well as their systems. The progress of the organization depends on its ability to change according to the current economic, health, and social conditions (Clark, 2017). The risk can be mitigated through using acceptable ethical standards, benchmarking with other similar organizations, setting performance scores, as well as restructuring the organization.

Corporate Social Responsibility

The Human Resource Department has a great role to play in ensuring that the organization can adopt programs and strategies that promote Corporate Social Responsibility. Through proactively managing a Corporate Responsibility Plan, the Human Resource department can document its success within the organisation as well as its impact within the community. The organization can for instance focus on the implementation of technology that reduces the organization’s carbon footprint which helps to save the environment (Clark, 2017). The department can ensure that the employees are encouraged to perform green practices and implement them while at the same time fostering a culture of social responsibility.

The Human Resource of an organization has to celebrate the changes they are making around them while also sharing and communicating the value of social responsibility to the community around them. A strategy can be implemented and formulated when employees through recycling of organizational waste, allowing the employees to work remotely if possible, and encourage the shutting off of electronics such as printers, computers, and lights after work hours and weekends (De Stefano et al., 2018). This will in the long run lead to vital energy reductions. Within the community, the organization can focus on reducing their consumption of energy, making it easy for employees to carpool, subsidize the transit costs around the organizational surrounding, as well as allow the staff to be staggered during rush hour transit. The community and the employees within the organization can be encouraged to participate in food banks as well as walkathons which helps sponsor the community events in the present and future.

Human Resource in a Global Context

For first-timers, expatriate assignment is challenging as they may have not worked abroad, away from their friends and family. For inexperienced expatriates, this is challenging to handle but Human Resource within the organization can help them to set up and bring in success. The Human Resource department can prepare expatriates by firstly choosing the right person for a foreign assignment. In choosing the right individuals the organization can measure their emotional stability, their interpersonal skills, flexibility, and sensitivity to other cultures. The organization’s Human Resource can focus on these points and improve them before anyone is assigned a task as an expatriate. Pre-assignment training is a great way to prepare individuals as it helps employees to anticipate any form of potential challenges that they may face, develop strategies to overcome them, as well as understand the overarching goal of their overseas assignment (Clark, 2017). The training can focus on cultural and local language skills, as well as information regarding the country that will be hosting them.

The organization can prepare expatriates by having host and home mentors who will help the expatriates to succeed in their new roles. The mentors who will help the mentors will focus on instilling international experience which creates insights to the organization’s insights regarding business in another country (De Stefano et al., 2018). The organization can even go further in offering support on the ground. For example, the organization can help the expatriates to find a place to live, set up their bank accounts, explaining how the tax system works, as well as providing international health insurance.

References

Clark, K. R. (2017). Managing multiple generations in the workplace. *Radiologic technology*, *88*(4), 379-396.

De Stefano, F., Bagdadli, S., & Camuffo, A. (2018). The HR role in corporate social responsibility and sustainability: A boundary‐shifting literature review. *Human Resource Management*, *57*(2), 549-566.

Noon, M., & Ogbonna, E. (2020). Controlling management to deliver diversity and inclusion: Prospects and limits. *Human Resource Management Journal*.