

SOCIALLY RESPONSIBLE HUMAN RESOURCE MANAGEMENT ACTIVITIES AIMED TO ACHIEVE EMPLOYEES' PSYCHIC WELL- BEING

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Brdo pri Kranju, 13 October 2014



Agenda



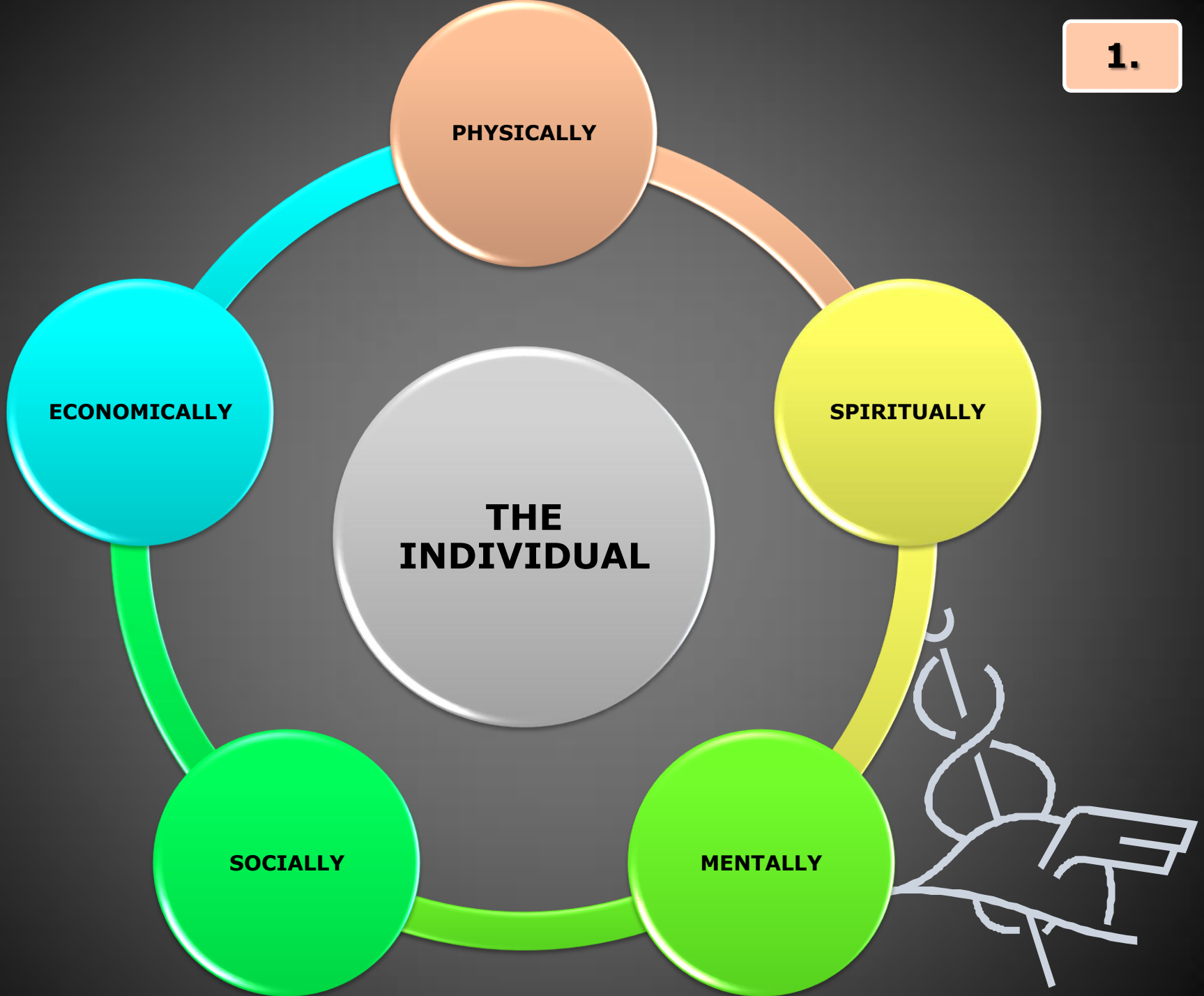
1. THE INDIVIDUAL AND HOW THEY FEEL IN MODERN SOCIETY

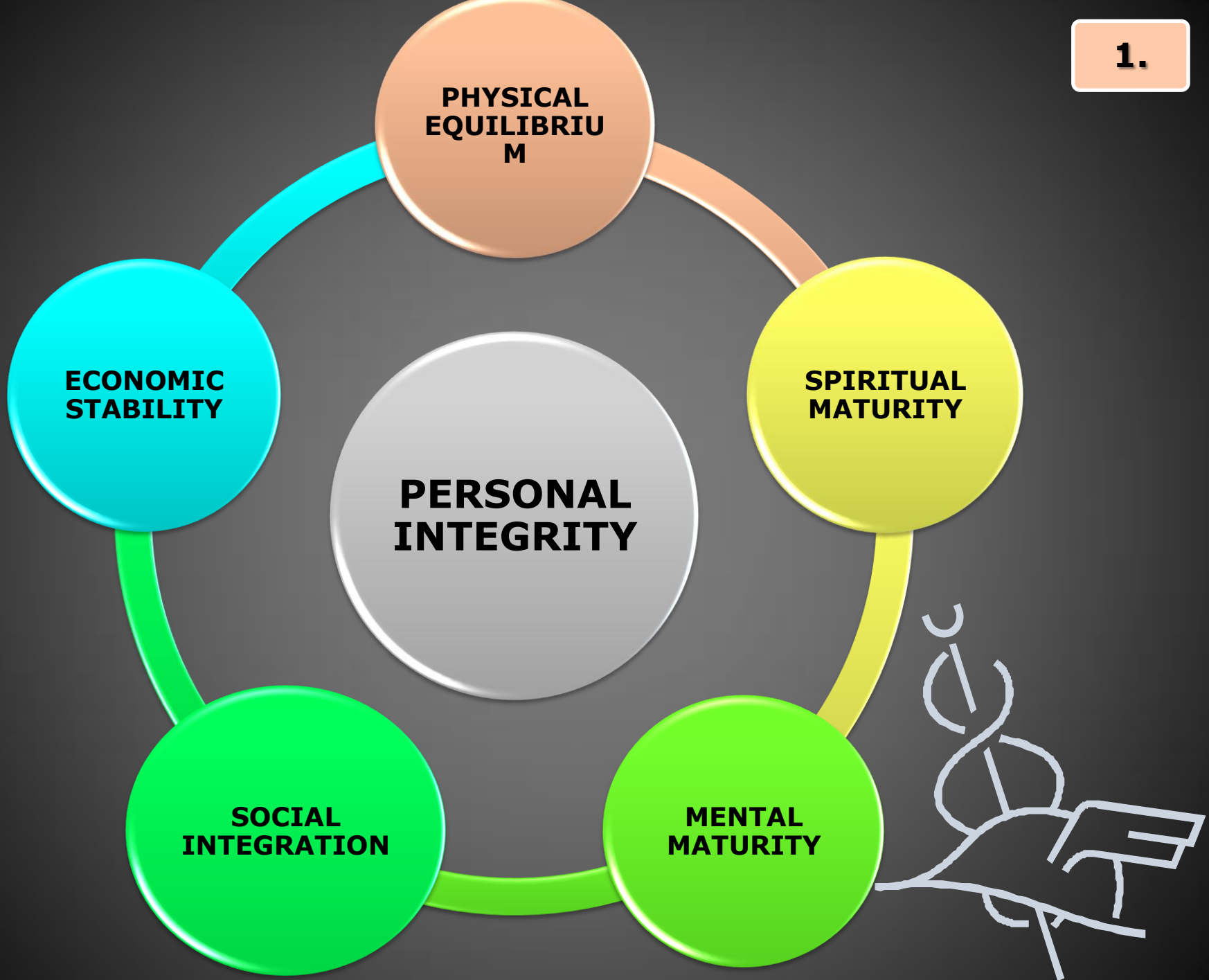
2. SUGGESTED SOLUTIONS

- A contemporary model of human resource management
- The complete manager and their style of leadership

3. CONCLUSION



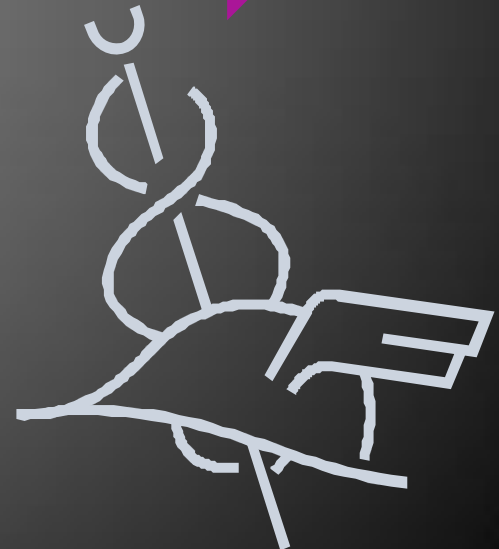


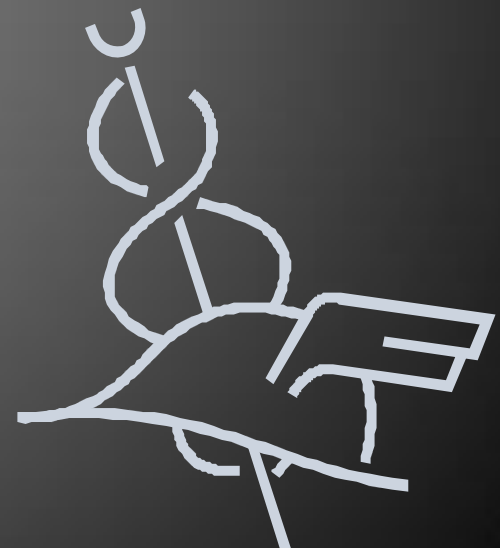
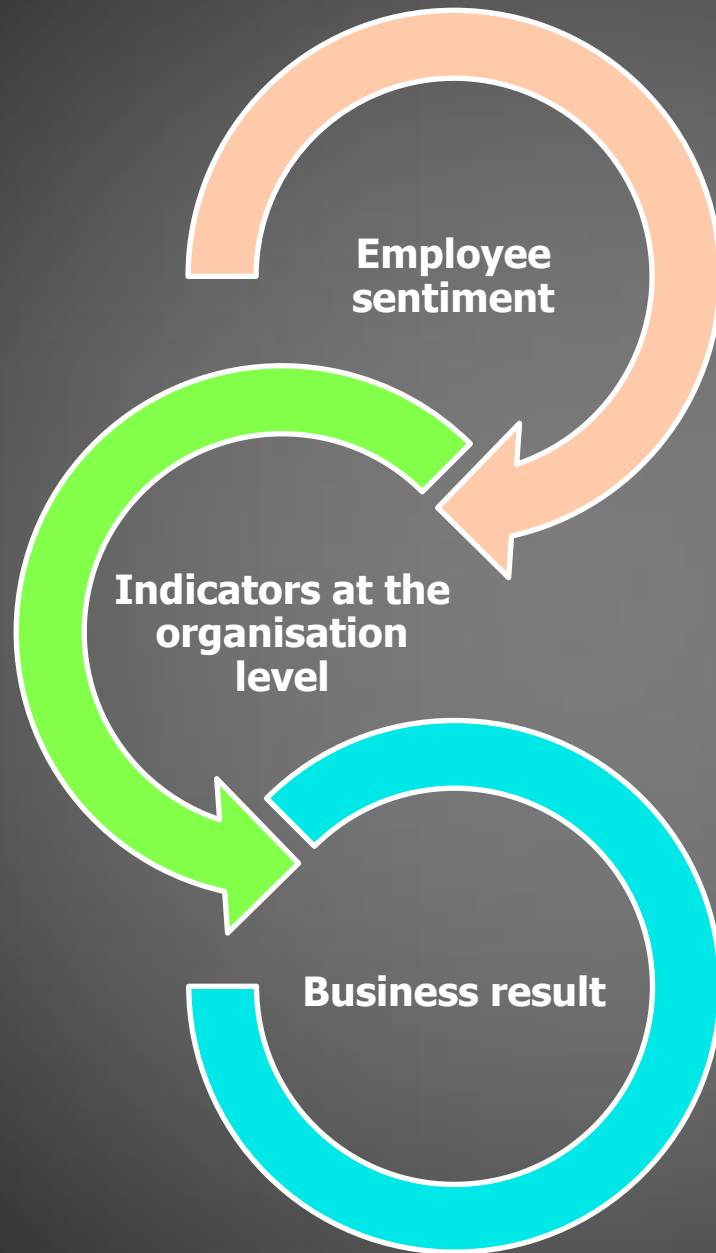


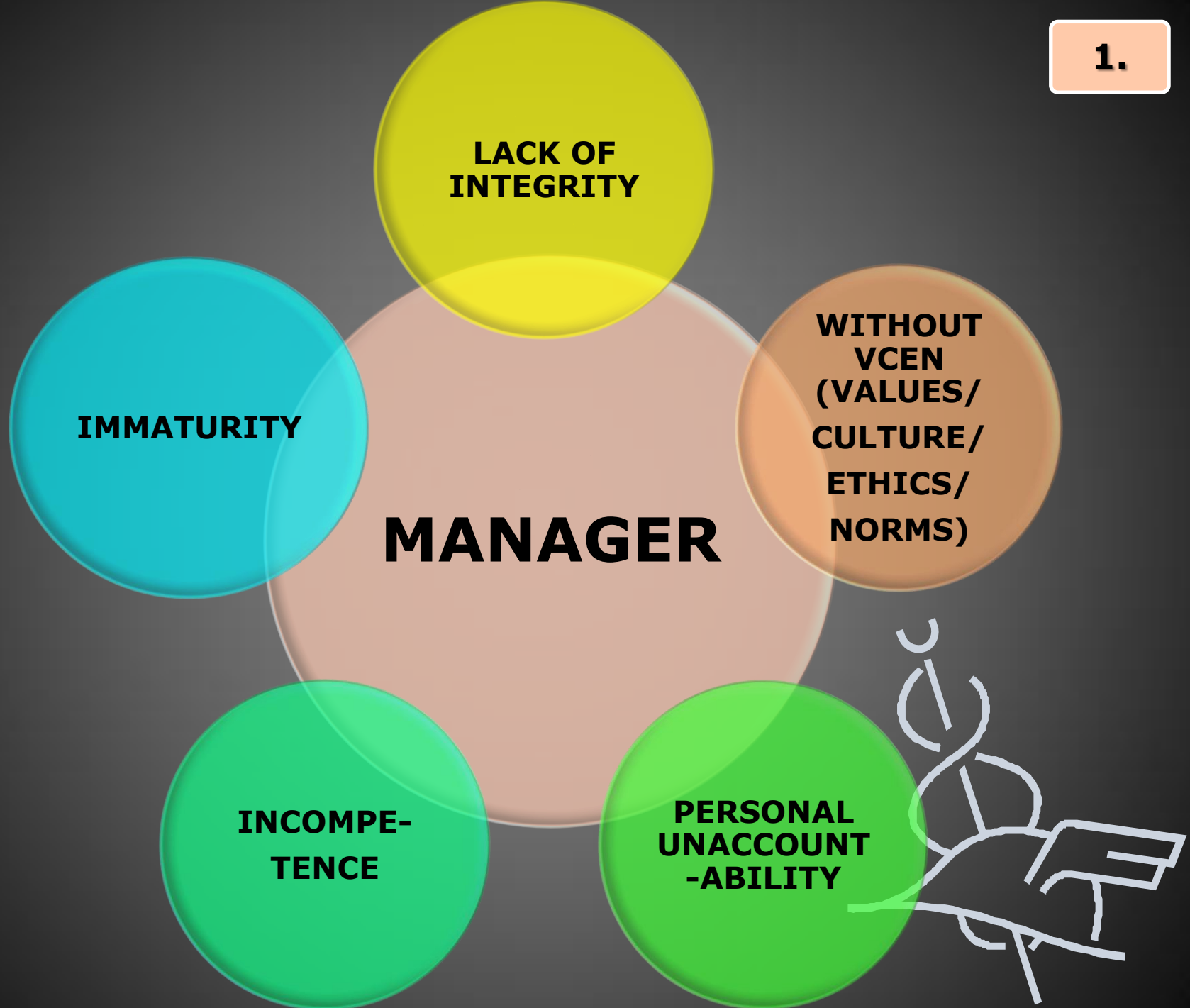
CAPABILITIES

PROSPERITY

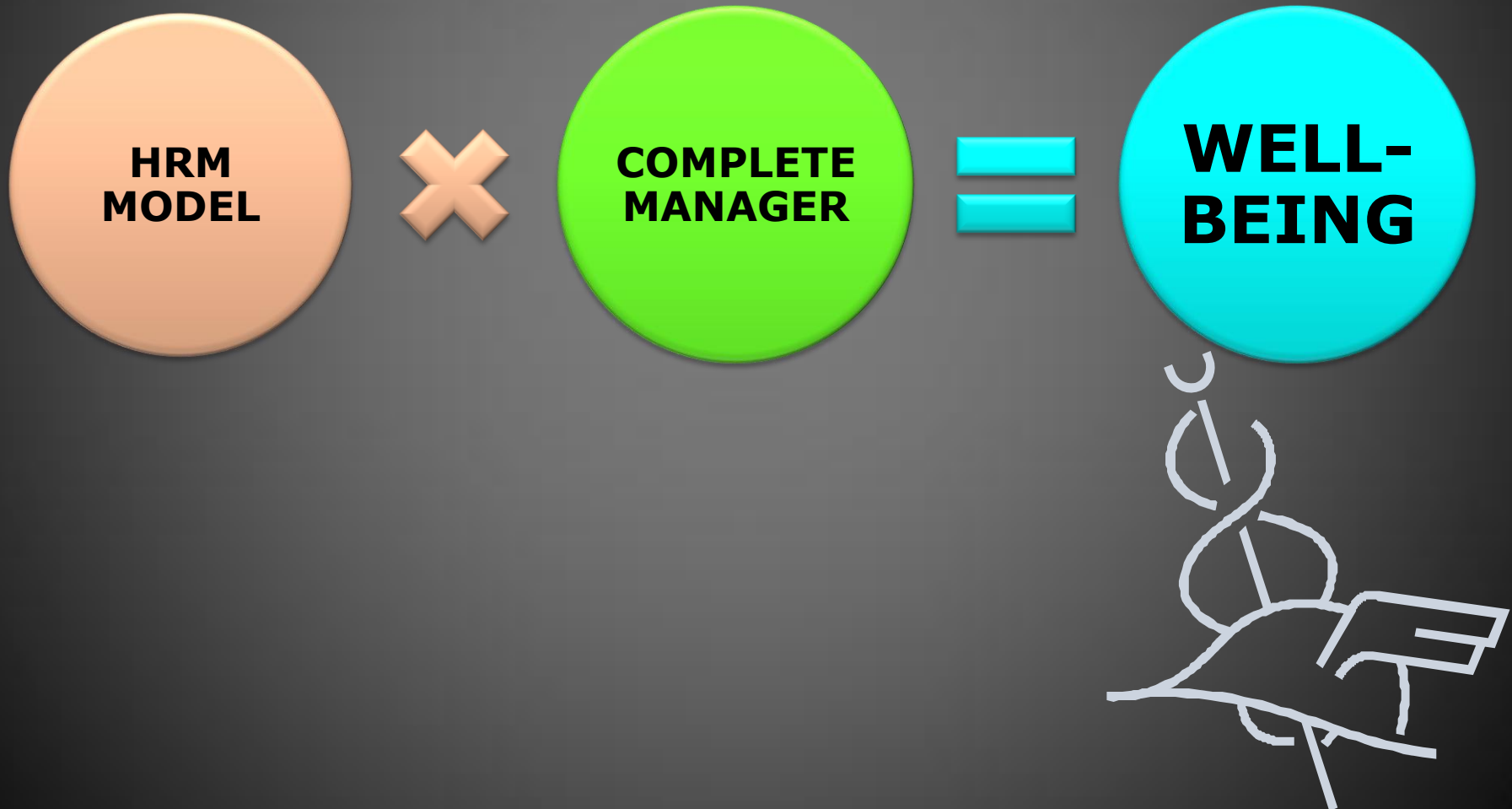
LIFE ROLES





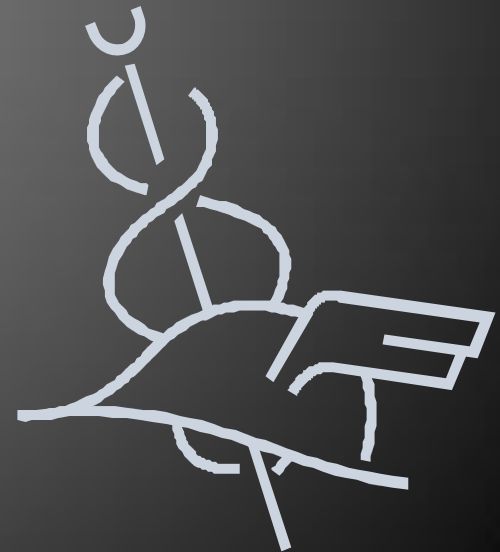


Potential solution



Potential solution

**HRM
MODEL**



Human resources management

External and internal environment management

Evaluation of performance and results

Planning and selection of staff

Development and education

Remuneration of employees



CHALLENGES OF HRM

Current

Environment challenges

Organisational

Individual

Future

Increasing competence

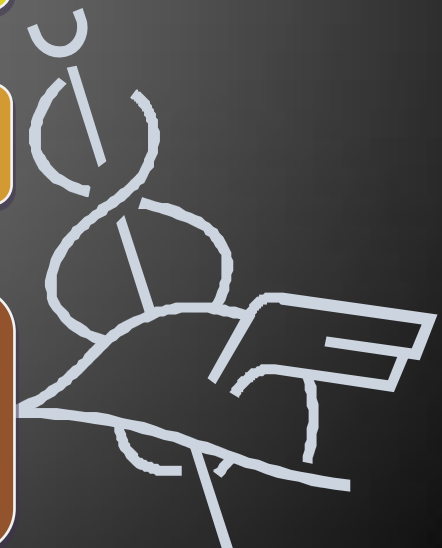
Ageing of employees

Personal growth

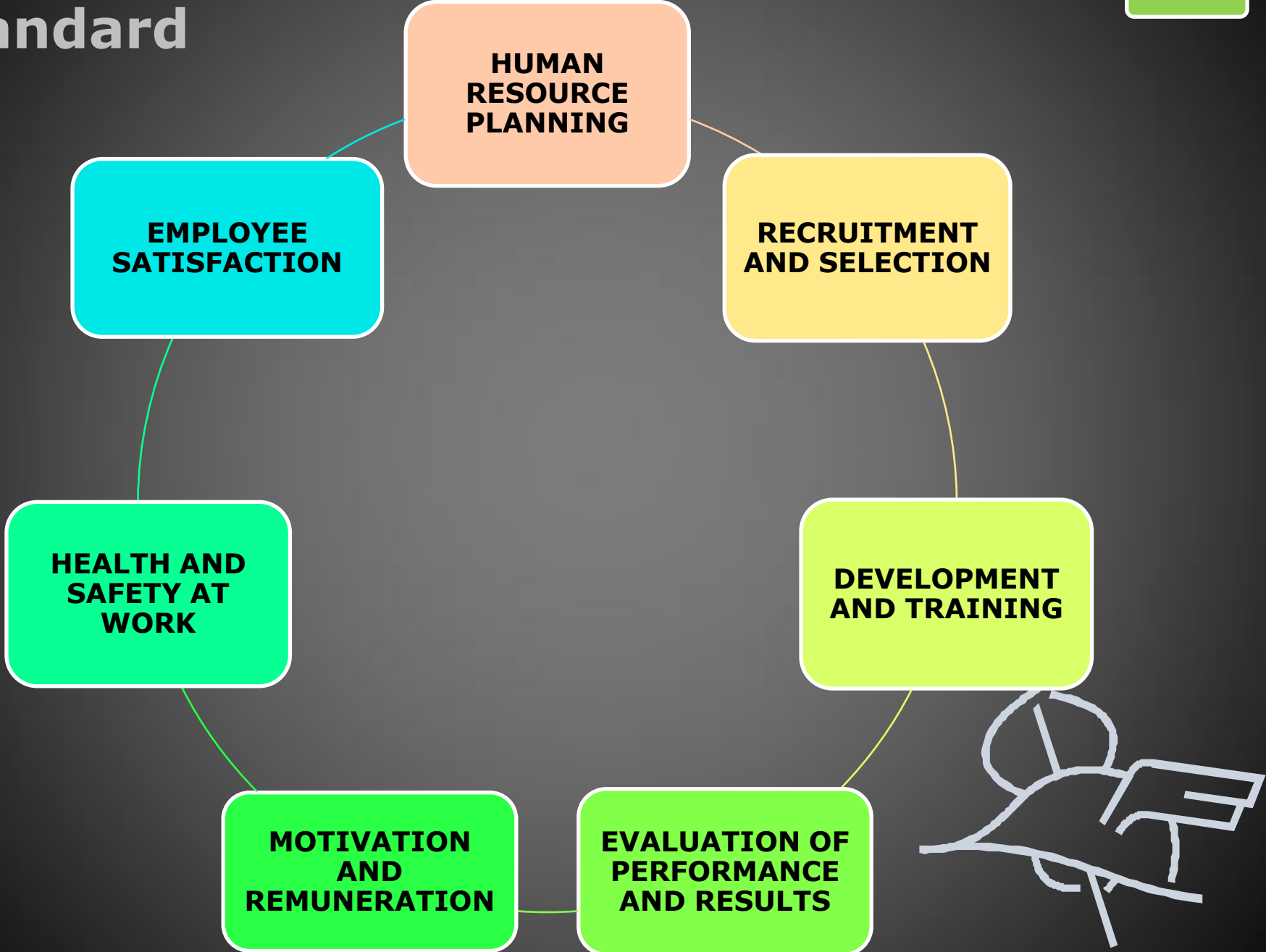
Flexibility of employees



Contemporary HRM model



Functional strategies for HRM - standard



Functional strategies for HRM - contemporary



Human resource planning 2.

ANALYSIS OF EXISTING HR

FORECASTING FUTURE HR NEEDS

**COORDINATION =
ELIMINATION OF
DISCREPANCIES**

**FORMULATION OF
VARIOUS PLANS**



Recruitment and selection

2.

ORGANISATION'S GOALS

HR PLAN

DETERMINATION OF JOB VACANCIES

EXAMINATION OF RESOURCES
(government, public and private institution, advertisements in the media)

JOB ADVERTISEMENT

JOB OFFER

INTERVIEW

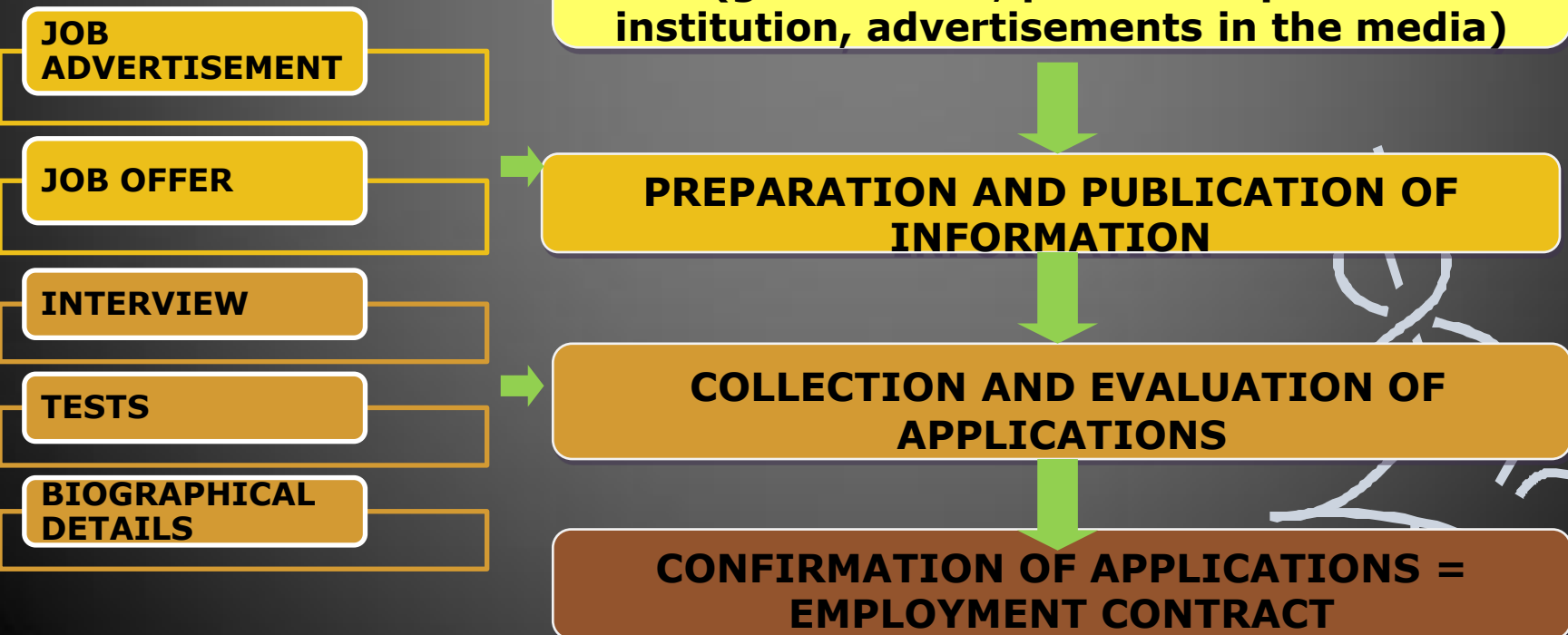
TESTS

BIOGRAPHICAL DETAILS

PREPARATION AND PUBLICATION OF INFORMATION

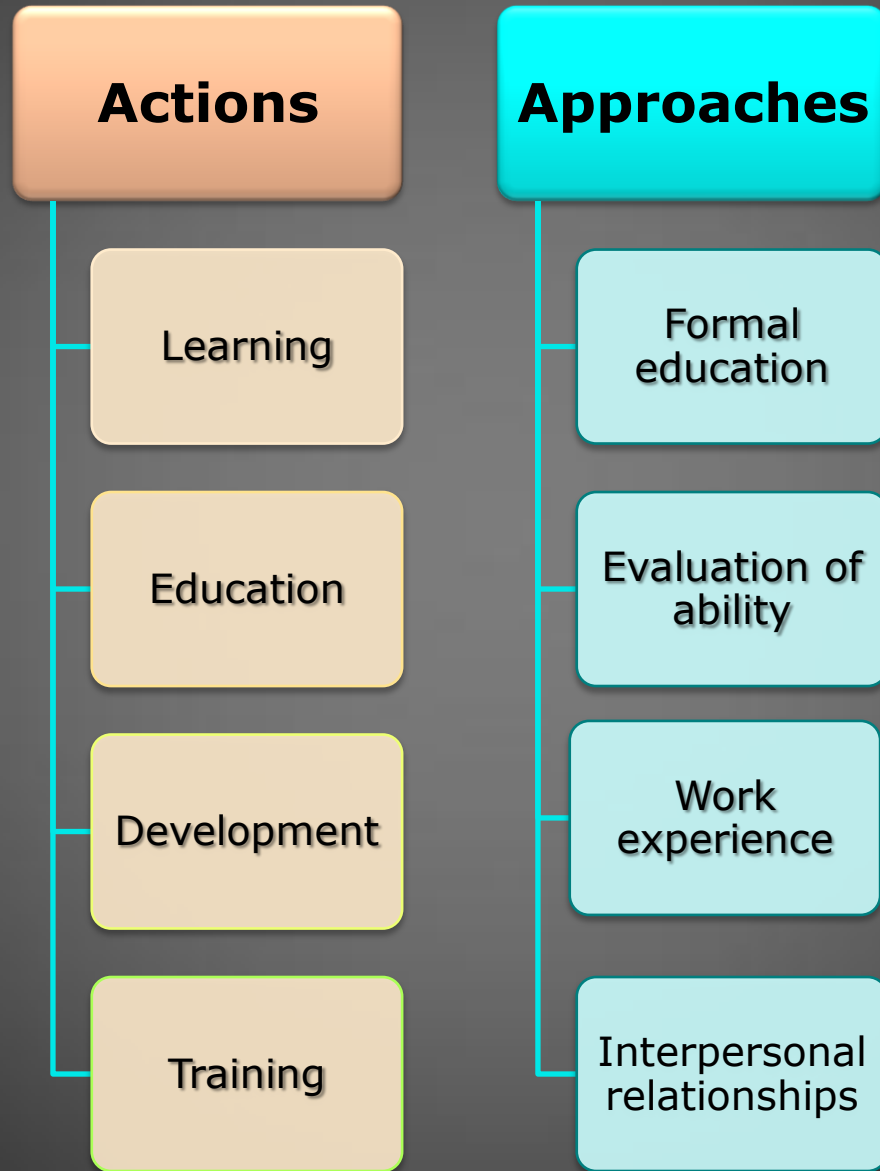
COLLECTION AND EVALUATION OF APPLICATIONS

CONFIRMATION OF APPLICATIONS = EMPLOYMENT CONTRACT



Employee development

2.

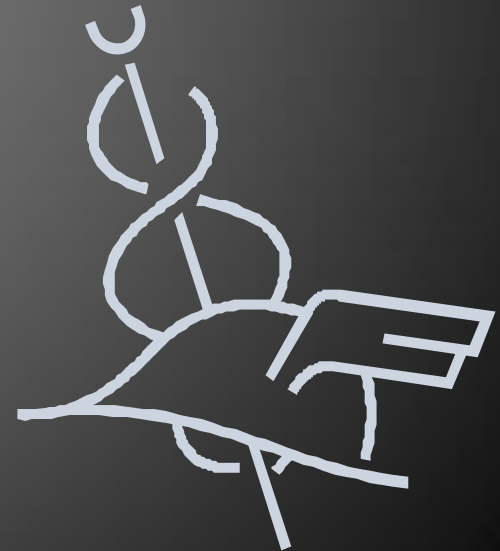


Evaluation of performance and results

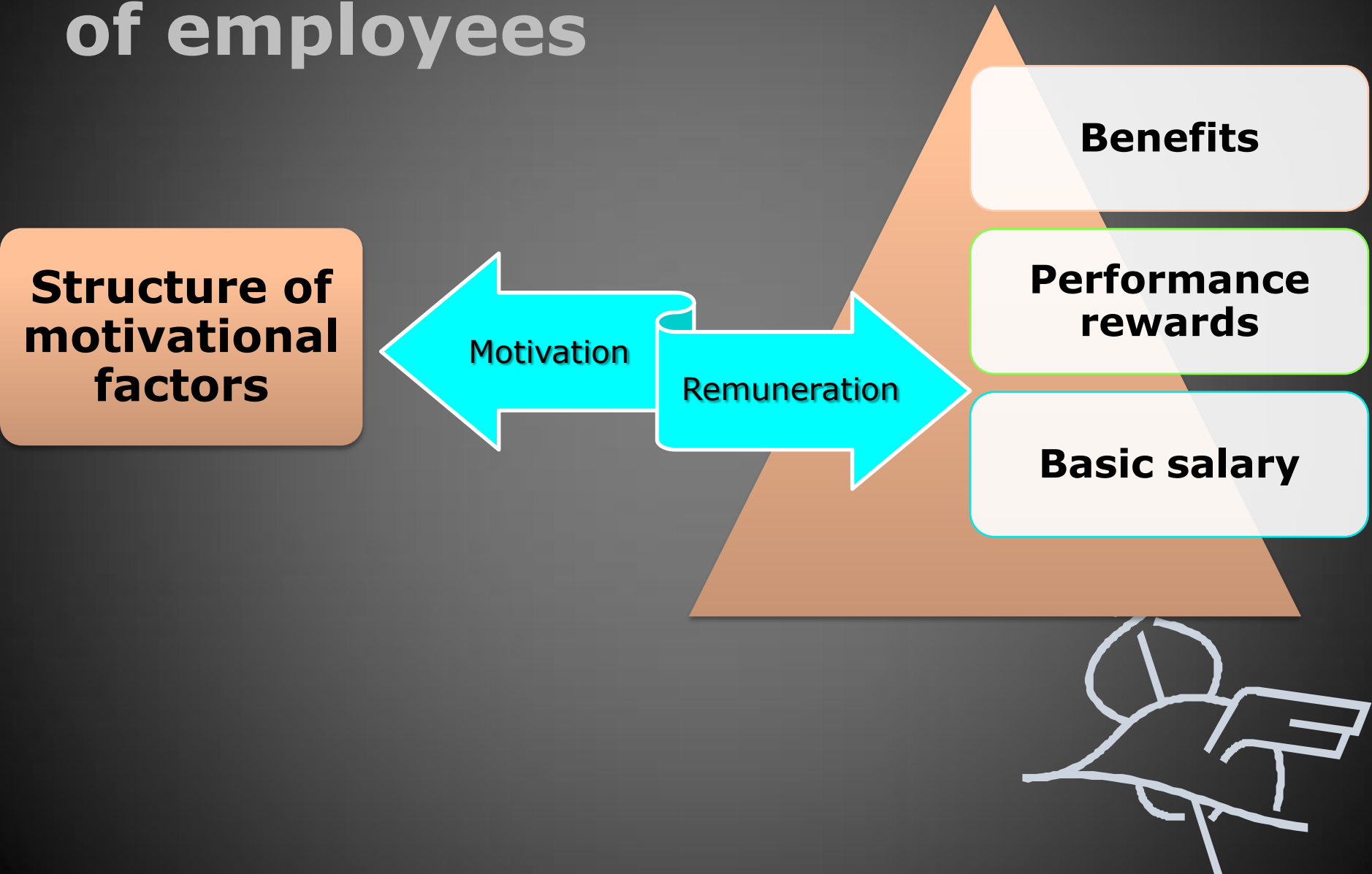
Developmental and administrative purposes

Approaches to evaluation

Evaluation methods



Motivation and remuneration of employees



Structure of motivational factors

Motivation

Remuneration

Benefits

Performance rewards

Basic salary

Health and safety at work

2.

OCCUPATIONAL HEALTH AND SAFETY ACT

Safety

Health

RISK ASSESSMENT WITH SAFETY STATEMENT

Job profile risk
assessment

Safety
statement

Cooperation
with employees

PROMOTION OF WORKPLACE HEALTH

Process

Actions

Benefits



Employee satisfaction

With work in general



With individual elements of work

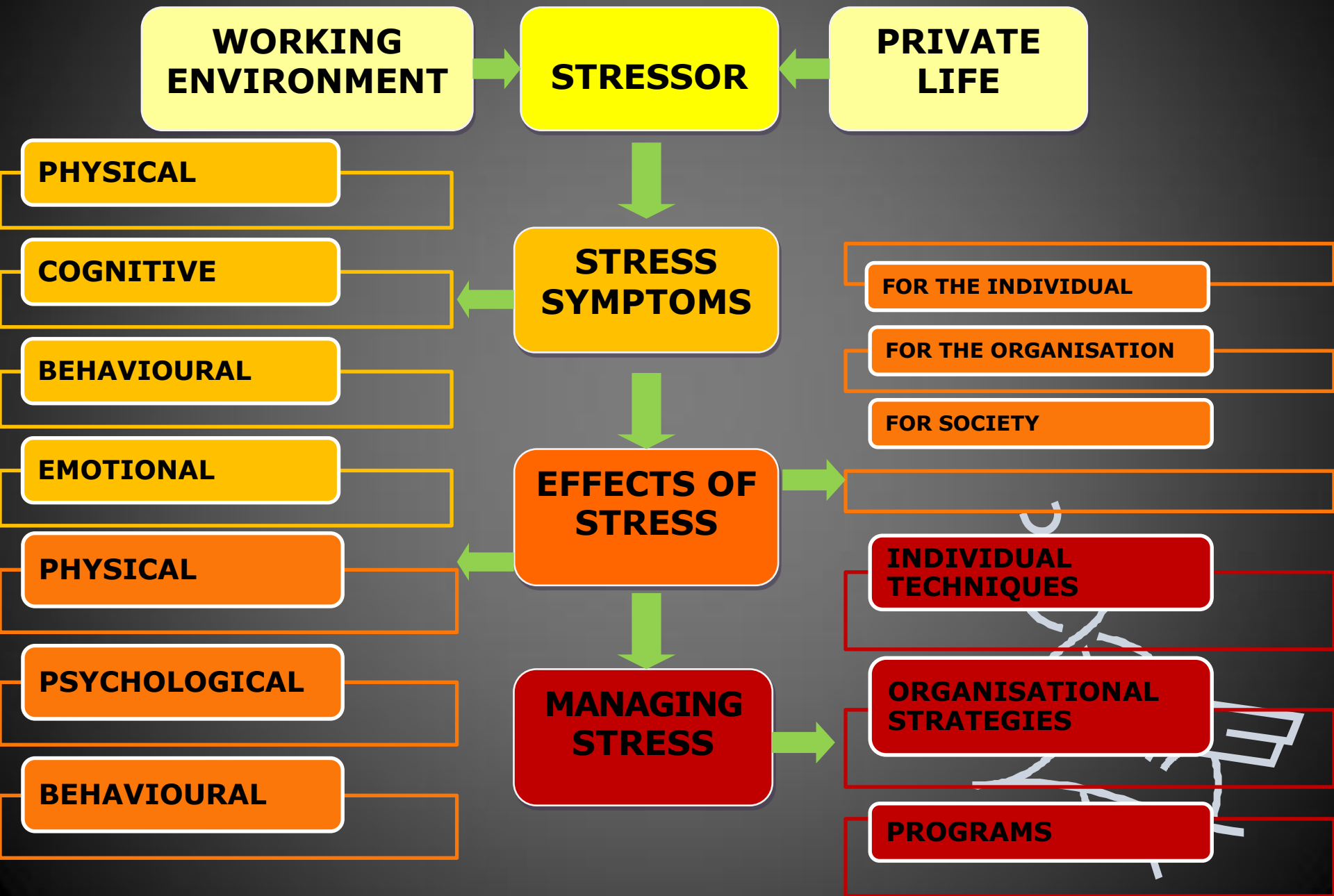


Measurement



Stress management

2.



Team work and creativity

2.

**TEAM
WORK**

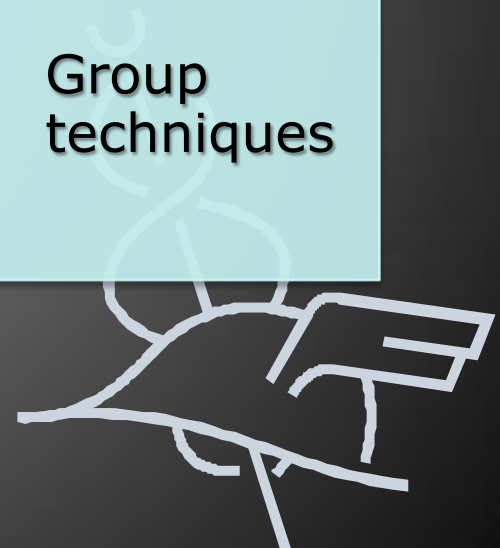
Reasons

Benefits

**CREATIVIT
Y**

Individual
techniques

Group
techniques



Diversity management

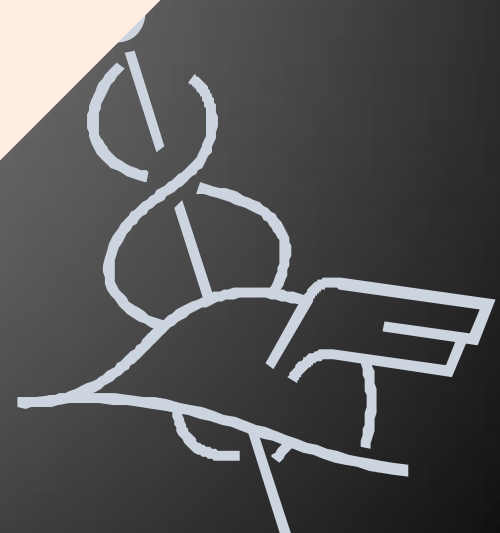
Diverse characteristics

Diversity

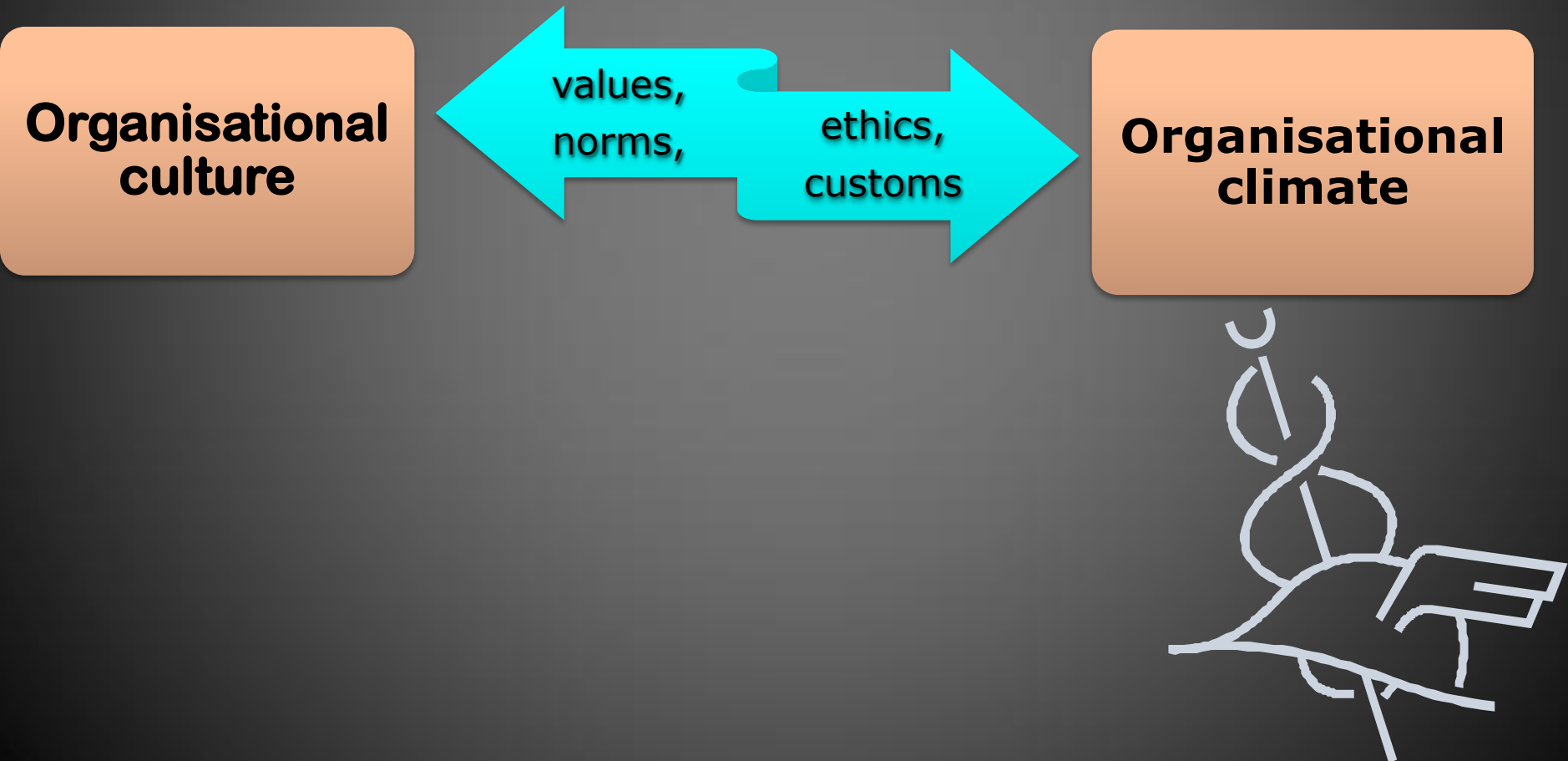
Approaches

Methods

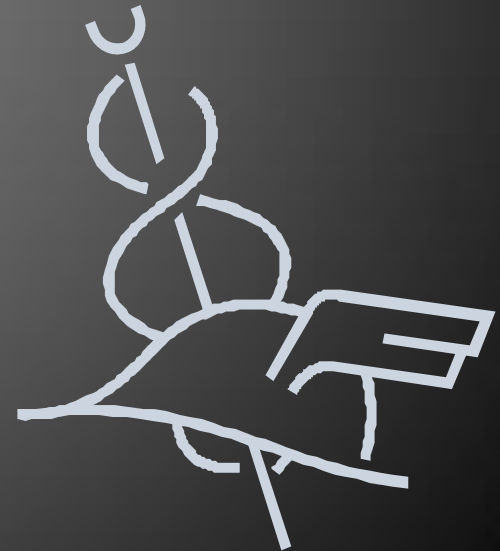
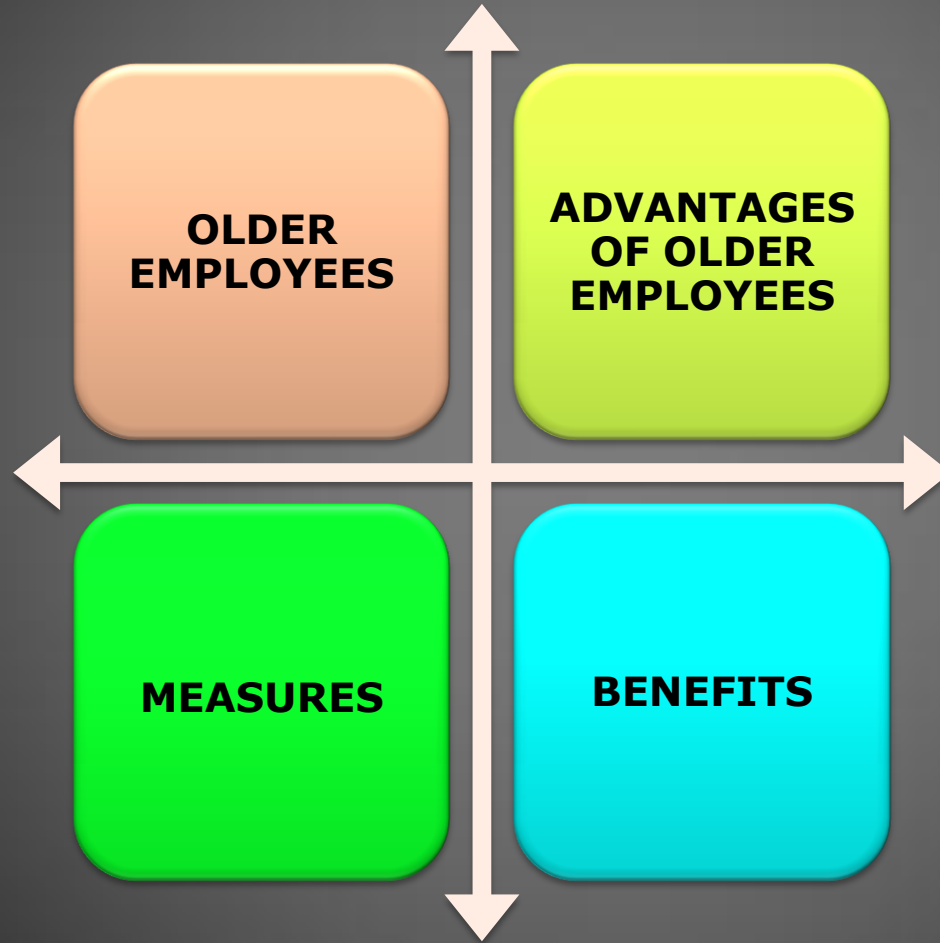
Benefits



Organisational culture and climate



Management of older employees at work = Age management



Talent management

Talent identification

Preparation of career plan

Education and training

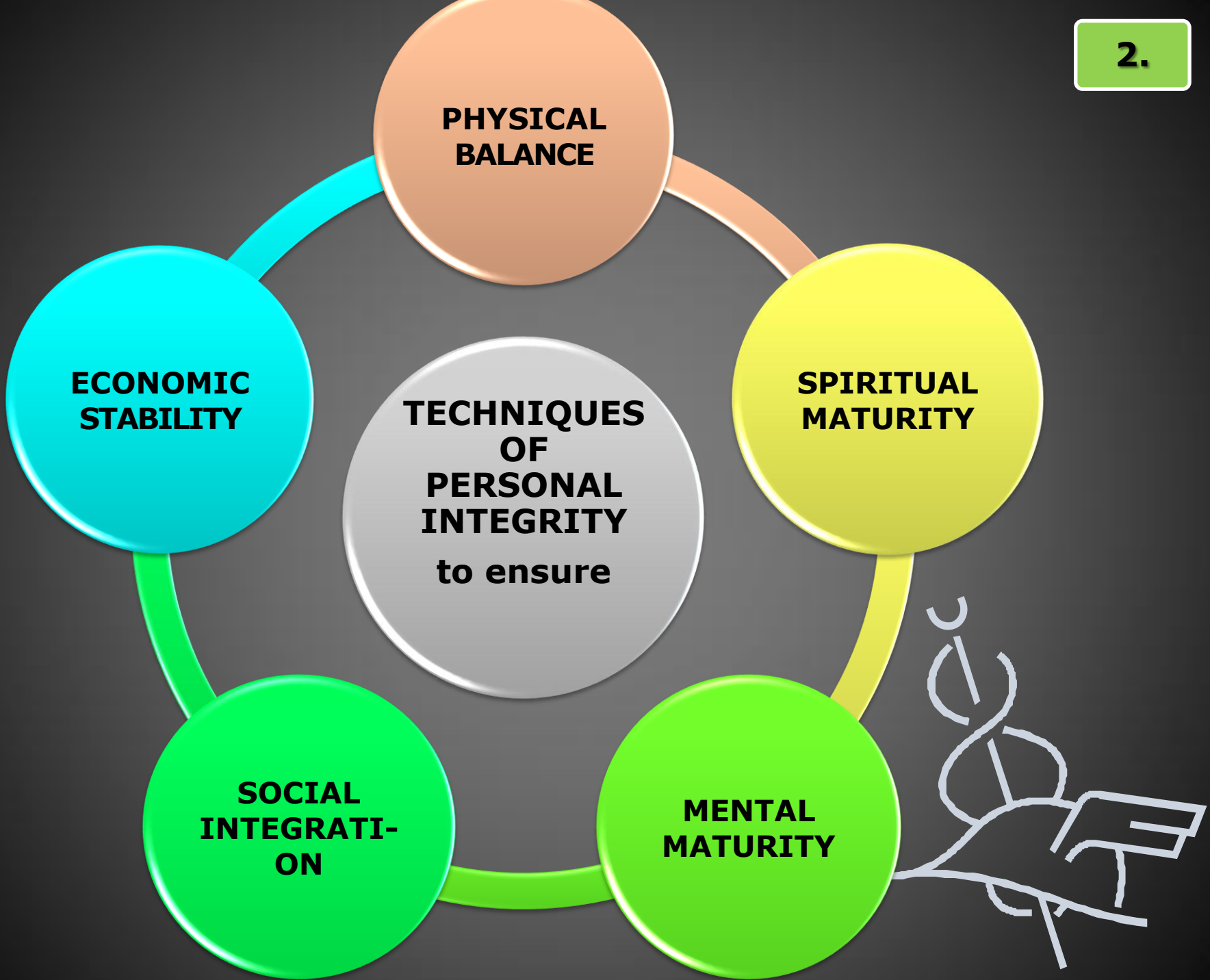
Empowerment

Internal entrepreneurship

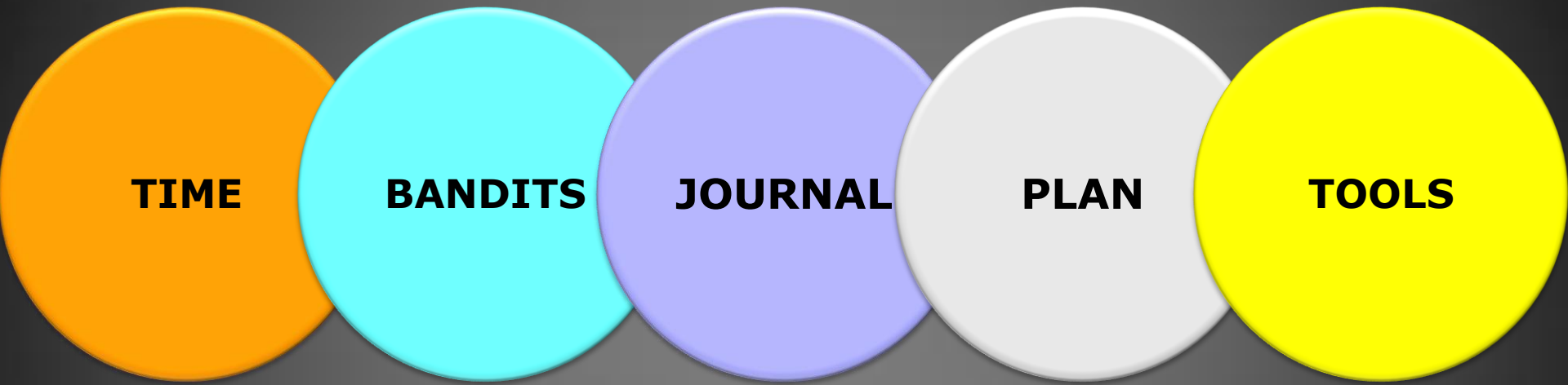
Coaching

Mentoring



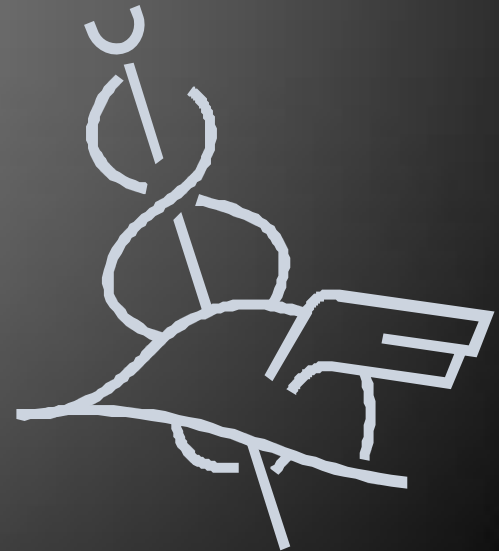


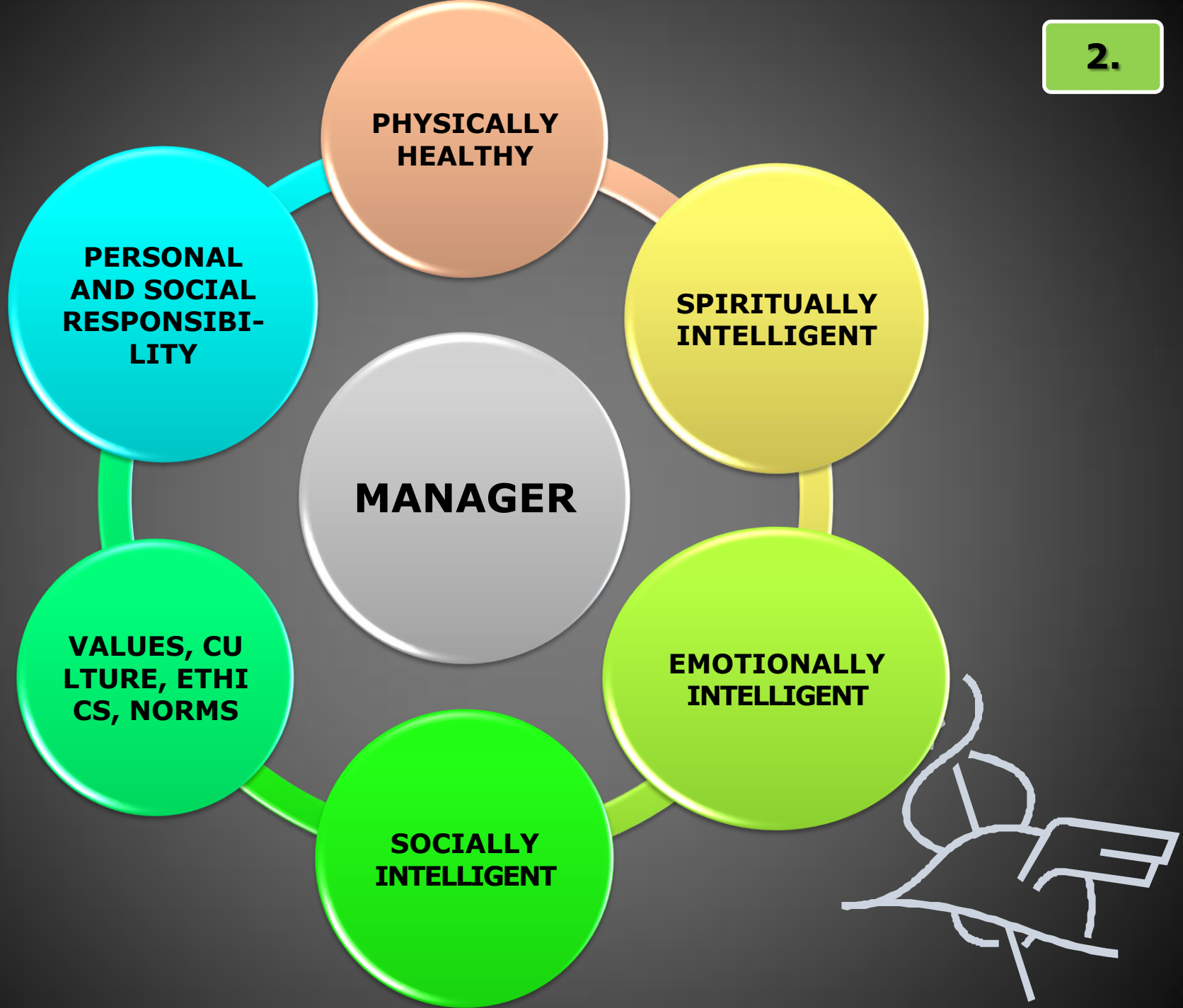
Time management



Potential solution

**COMPLETE
MANAGERS**





**PHYSICALLY
HEALTHY**

**SPIRITUALLY
INTELLIGENT**

**EMOTIONALLY
INTELLIGENT**

**SOCIALLY
INTELLIGENT**

**VALUES, CU
LTURE, ETHI
CS, NORMS**

**PERSONAL
AND SOCIAL
RESPONSIBI-
LITY**

MANAGER

Management and social responsibility



Conclusion

Managers and an inappropriate model of managing employees



Stress/low level of well-being, motivation, satisfaction



New manager with both a new style of management and a new model for employee management



Socially responsible Human Resource Management activities aimed to achieve employees' psychological well-being

- **QUESTIONS/OPINIONS.**
- **ACTION PLEASE!**
- **THANK YOU FOR YOUR ATTENTION.**
- **WISH YOU ALL THE BEST.**

