

SOCIALLY RESPONSIBLE HUMAN RESOURCE MANAGEMENT ACTIVITIES AIMED TO ACHIEVE EMPLOYEES' PSYCHIC WELLBEING

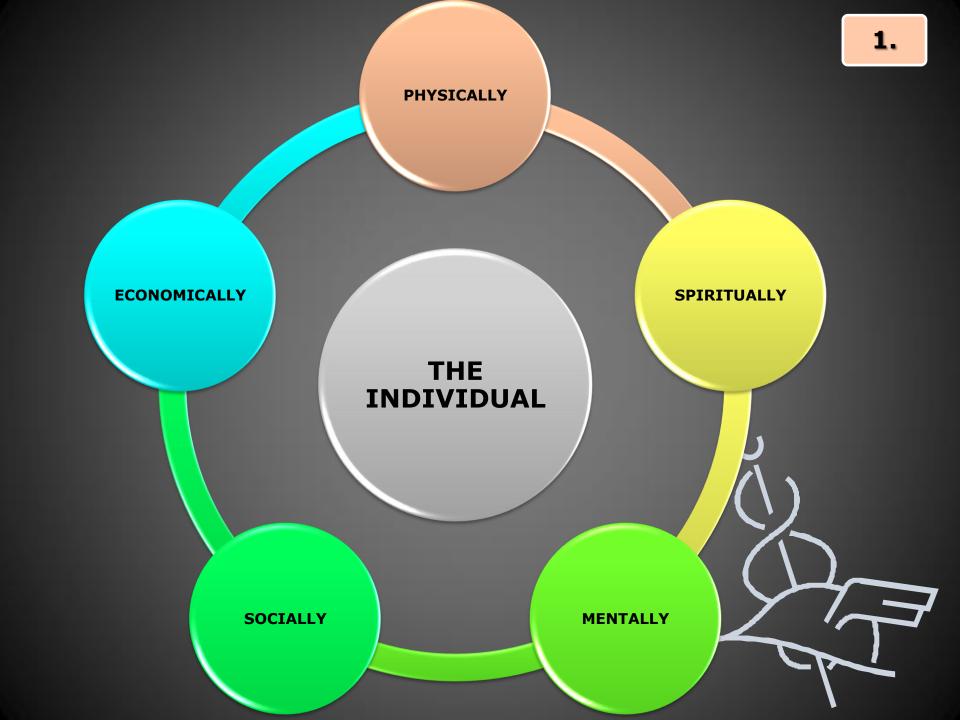
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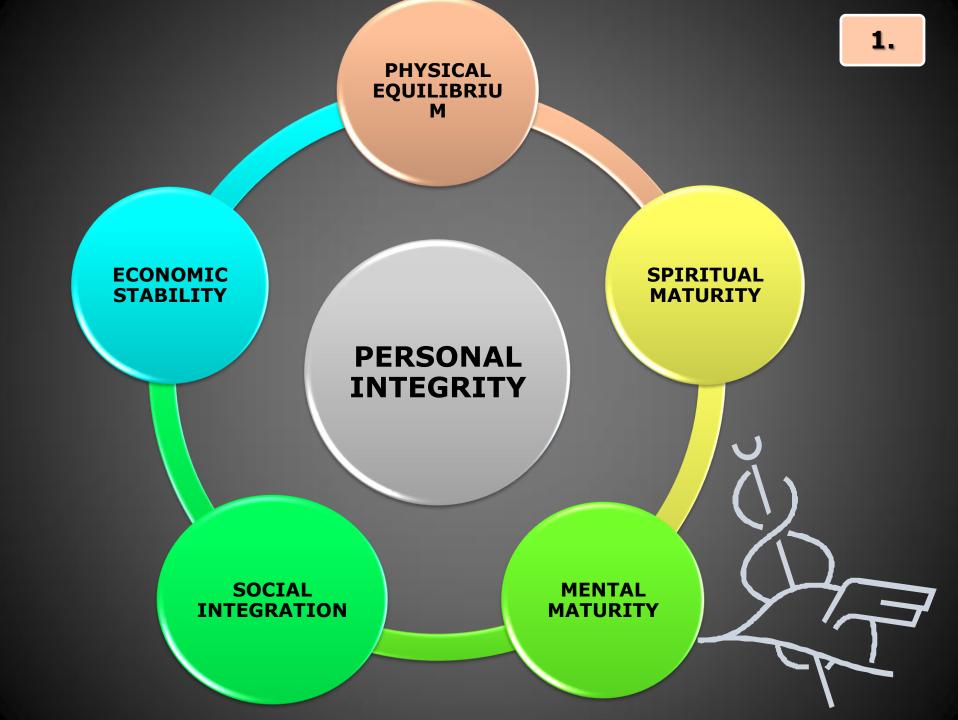
Brdo pri Kranju, 13 October 2014

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

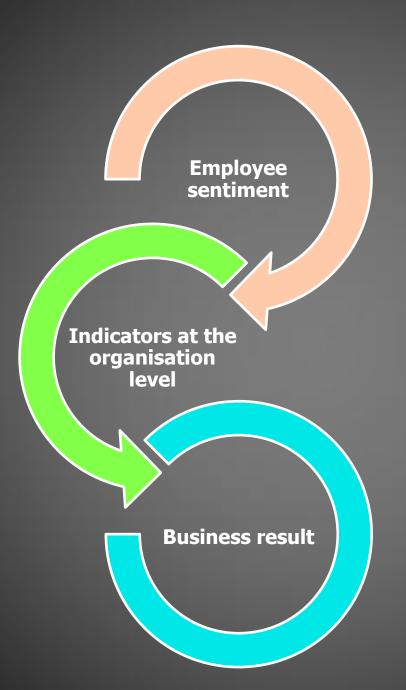
PROSPERITY













LACK OF INTEGRITY

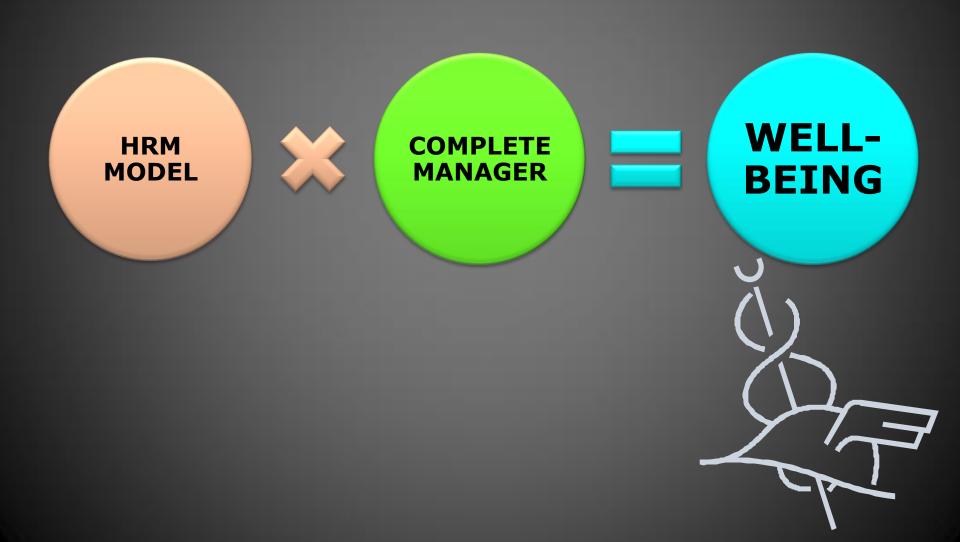
IMMATURITY

MANAGER

WITHOUT VCEN (VALUES/ CULTURE/ ETHICS/ NORMS)

INCOMPE-TENCE PERSONAL UNACCOUNT -ABILITY

Potential solution



Potential solution

HRM MODEL



Human resources management

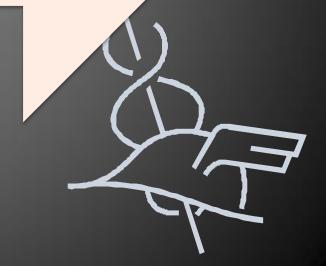
External and internal environment management

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

ORGANISATION ATTRIBUTES

ENVIRONMENT CHALLENGES AND HRM

> COMPANY STRATEGY

ATTRIBUTES OF THE INDIVIDUAL

Contemporary HRM model

STRATEGY FOR HUMAN RESOURCE MANAGEMENT

FUNCTIONAL STRATEGIES FOR HUMAN RESOURCE MANAGEMENT

BENEFITS IN THE AREA OF HUMAN RESOURCES

BENEFITS for THE ORGANISATION (success, growth and development) and SOCIETY (subjective and objective prosperity for the individual and for the society)



Functional strategies for HRM - standard

HUMAN RESOURCE PLANNING

EMPLOYEE SATISFACTION

RECRUITMENT AND SELECTION

HEALTH AND SAFETY AT WORK

DEVELOPMENT AND TRAINING

MOTIVATION AND REMUNERATION EVALUATION OF PERFORMANCE AND RESULTS



STRESS MANAGEMENT

TALENT MANAGEMENT

TEAM WORK AND CREATIVITY

TIME MANAGEMENT

AGE MANAGEMENT

INTEGRITY

DIVERSITY MANAGEMENT

ORGANISATIONAL CULTURE AND CLIMATE

Human resource planning 2.

ANALYSIS OF EXISTING HR

> **FORECASTING FUTURE HR NEEDS**

> > **COORDINATION = ELIMINATION OF DISCREPANCIES**

> > > **FORMULATION OF VARIOUS PLANS**

Recruitment and selection

ORGANISATION'S GOALS

HR PLAN

DETERMINAT ION OF JOB VACANCIES

EXAMINATION OF RESOURCES

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

ADVERTISEMENT

JOB OFFER

INTERVIEW

TESTS

JOB

BIOGRAPHICAL DETAILS PREPARATION AND PUBLICATION OF INFORMATION

COLLECTION AND EVALUATION OF APPLICATIONS

CONFIRMATION OF APPLICATIONS = EMPLOYMENT CONTRACT

Employee development

Actions Approaches Learning education Education

Training

Development

Formal

Evaluation of ability

Work experience

Interpersonal relationships



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

OCCUPATIONAL HEALTH AND SAFETY ACT

Safety

Health

RISK ASSESSMENT WITH SAFETY STATEMENT

Job profile risk assessment

Safety statement

Cooperation with employees

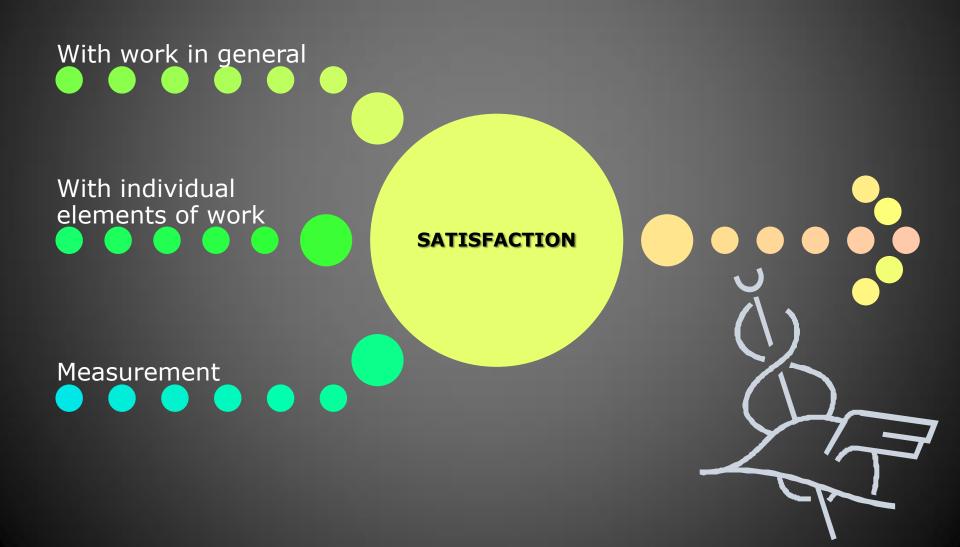
PROMOTION OF WORKPLACE HEALTH

Process

Actions

Benefits

Employee satisfaction



Stress management

WORKING ENVIRONMENT

STRESSOR

PRIVATE LIFE

PHYSICAL

COGNITIVE

BEHAVIOURAL

EMOTIONAL

PHYSICAL

PSYCHOLOGICAL

BEHAVIOURAL

STRESS SYMPTOMS

EFFECTS OF STRESS

MANAGING STRESS FOR THE INDIVIDUAL

FOR THE ORGANISATION

FOR SOCIETY

INDIVIDUAL TECHNIQUES

ORGANISATIONAL STRATEGIES

PROGRAMS

Team work and creativity

TEAM WORK

Reasons

Benefits

CREATIVIT Y

Individual techniques

Group techniques



Diversity management

Diverse characteri-stics

Diversity

Approaches

Methods

Benefits



Organisational culture and climate

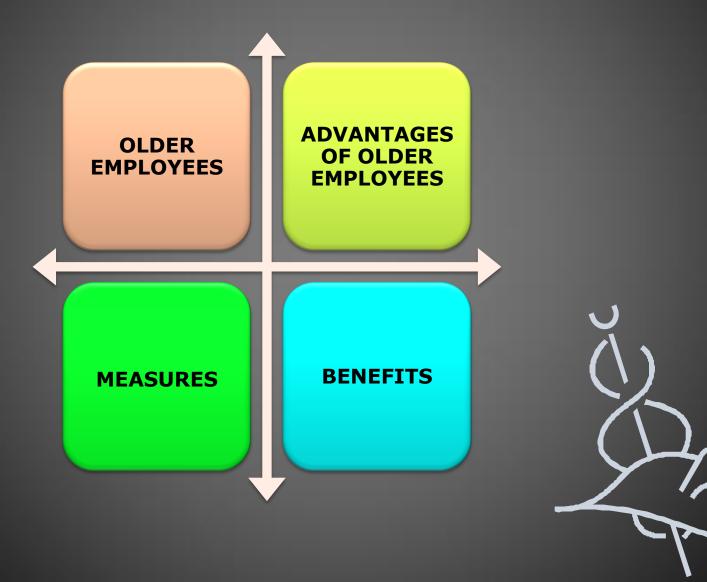
Organisational culture

values, norms, customs

Organisational climate



Management of older employees at 2. work = Age management



Talent management

Talent identification

Preparation of career plan

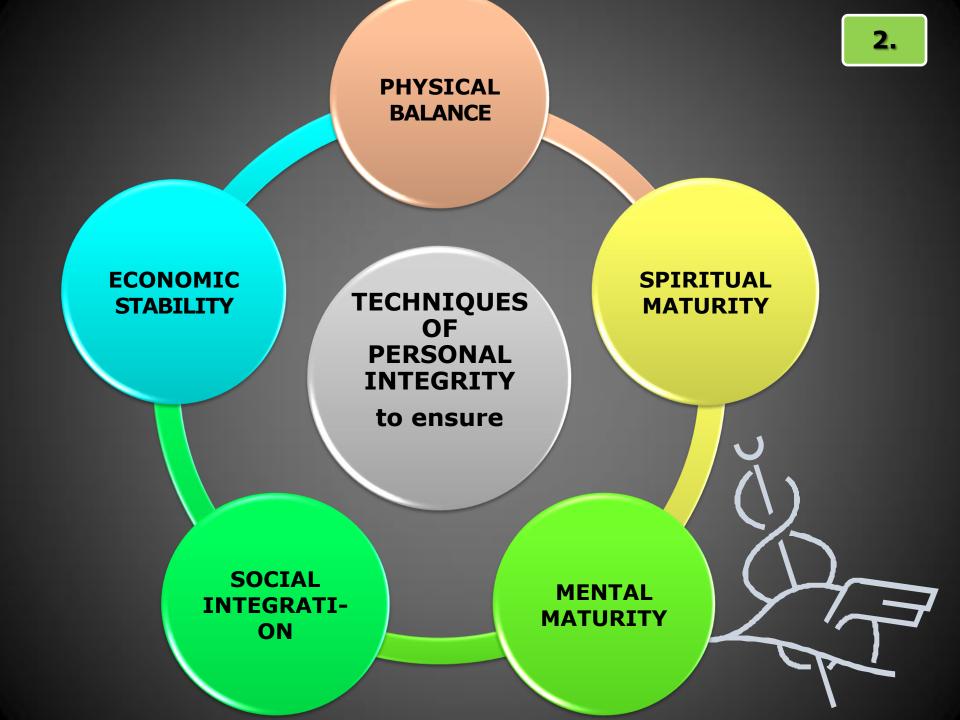
Education and training

Empowerment

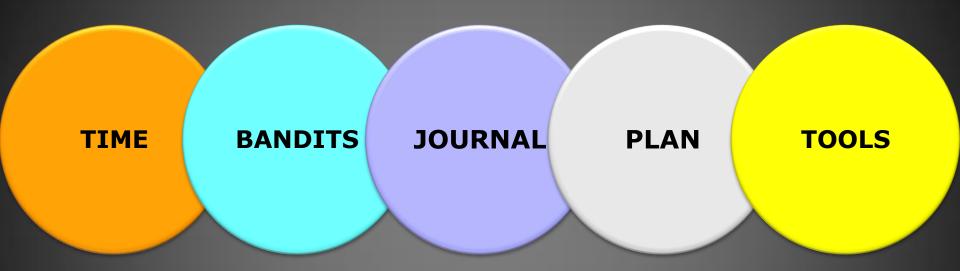
Internal entrepreneurship

Coaching

Mentoring



Time management





Potential solution

COMPLETE MANAGERS



Management and social responsibility



Conclusion

Managers and an inappropriate model of managing employees

Stress/low level of wellbeing, motivation, satisfaction

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

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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.

