

HR STRATEGIES

What are HR strategies?

- HR strategies set out what the organization intends to do about its human resource management policies and practices and how they should be integrated with the business strategy and with each other.

Key elements:

- Strategic objectives
- Plan of action

A good HR strategy

- satisfy business needs
- is founded on detailed analysis
- can be turned into actionable programmes
- is coherent and integrated
- takes account of the needs of line managers, employees and other stakeholders

An HR strategy can be

- Overarching / overall / general
- Specific: focuses on specific areas
 - Talent management
 - Development
 - Reward management

Overall HR strategies

- describe the general intentions of the organization about how people should be managed and developed and what steps should be taken to ensure that the organization can attract and retain the people it needs; and ensure that employees are committed, motivated, engaged.

Specific HR strategies

- HC management
- High-performance management
- Corporate social responsibility
- Organization development
- Engagement
- Knowledge management
- Resourcing
- Talent management
- Learning and development
- Rewarding
- Employee relations