

## **Human Resource Management Training Proposal Paper Example Essay**

### **Introduction**

Human resource management employees training is the process of equipping HRM recruits with the necessary skills and competencies to ensure that they are able to deliver the mandate of an organization by managing an organization human resources. Human resources management plays a significant role in the success of an organization and every organization HRM needs vary, and there is a need to prepare the organization employees with their new roles within the specifics of the organization. HRM employees training can be a continuous process or periodical event that can be used to bolster an organization human resource management (Mpofu & Hlatywayo, 2015). This paper will create human resources management employees training proposal which is aimed at creating a training program that will prepare the HRM employees to manage the human resources of a healthcare company.

### **Processes and Steps of Human Resource Functions**

Human resources are the process through which an organization manages its employees to ensure high productivity. Human resources functions are the main duties and activities that the human resources department engage in such as; planning, recruiting, interviewing, selecting, and hiring of employees for different organization human resources needs (Itika, 2011). The following is the process and steps of determining the human resources functions.

#### **Assessment of the organization human resources needs**

Human resource functions are all the major activities and responsibilities of the HRM as an organization organ. The HRM functions can be determined and planned initially by conducting an organization human resources needs assessment which helps to identify the different needs that inform the HR functions such as planning, recruiting, selecting and hiring employees (Itika, 2011). For instance, the assessment of an organization human resources needs can reveal inadequate skills or number of employees which can lead to the training and hiring of new employees to meet the healthcare organization human resources needs and skills.

#### **Identification of the HRM gap**

Human resources evaluation helps an organization to identify the gap between the current skills easily, employees' number and service delivery and the expected components which can help in identifying the human resource functions required (Itika, 2011). For instance, an organization HR assessment can reveal a high number of patient complaints on care providers which can initiate a training and development program to address the care provider's skills gap in an organization.

#### **Budgeting for the HRM functions**

After identifying the HR gap, the management should allocate a budget to carry out a specific human resources function. The availability of a budget makes it easy for the human resources to

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**Donald F. Harvey, Robert Bruce Bowin**

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