

HRM CASE STUDY

Point out which changes are occurring in the business that affect HRM.

1. 50% of the experienced employees, who provided a unique historical perspective to the company are retiring in the next three years. This will affect the overall revenue increase expected over the next three years.
2. Change in work style: The owner wants to implement telecommute to the work for 2 days in a week. HRM must evaluate the possibility of adverse results in productivity.
3. The owner has plans to completely close the physical building and let employees work from home. HRM must evaluate ability of employees to communicate and level of motivation in such a virtual organization.
4. The owner has considered to cut off all health benefits completely. HRM has to advise if it's a good idea or not.
5. The owner wants to have her employees work for her on contract basis instead of full-time. HRM has to advise if it's a good idea or not.

What are some considerations the company and HR should be aware of when making changes related to this case study?

1. The employees retiring from an organization is very normal and all companies must have a plan to mitigate the reduction in productivity arising from it. They must plan for new recruitments and company should request support from senior employees to train the new recruits for smooth transition.
2. The change in work style must be implemented gradually. The employees must be consulted about this change and encouraged to share their thoughts. From previous case studies among companies, employees are interested to work in a different environment for two days in a week.
3. The plan to close physical building completely should be considered after looking at results from the above "2 days tele commute style". We would be able to gather and look at more data with this method.
4. Health benefits cancellation would likely lower the motivation of employees. It will create an insecurity for them. Furthermore, HRM must look at local laws and regulations that might state mandatory health benefits to the employees.

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Jin-Ying Zhang



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