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Article Critique “Key Trends in Workforce Management and New Challenges for HR.”

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Article Critique “Key Trends in Workforce Management and New Challenges for HR.”

Introduction

Marc Moschetto's piece "Key Trends in Workforce Management and New Challenges for HR" intends to highlight the frequent constraints that human resources professionals confront due to new rules and guidelines and the automated management process. The conclusions for these issues were supported by the findings of an extensive poll of human resource practitioners, which revealed a familiar pattern among firms of all sizes.

Key Verdicts

Attendance, vacation monitoring and conformance, attendance management reporting, employee deployment, occupation-law adherence, exhaustion threat mitigation, and adoption of the Affordable Care Act (ACA) were all difficulties for organizations. The most significant problem for human resource teams is keeping up with rules and ongoing legal changes (Moschetto, 2014). Employers must ensure that they are abreast of all policies and guidelines and that their staff adhere to and comprehend all legislative changes. Increased benefits and sick-time policies were also noted in the article as a typical difficulty for firms. According to Moschetto (2014), human resources must cope with last-minute employee absenteeism, impacting personnel productivity. Employee weariness can result from a lack of staff accessibility, which is a security issue and affects organizational performance. In addition, the Affordable Care Act contributes to the issue because of the increasing number of independent contractors and temporary staff who may or may not be deemed employees because of situational factors. Fines and penalties have been imposed for the inability to handle employment standards. Ultimately, businesses must recognize the gravity of the problems they are facing.

Analysis

The employer-employee association applies in the legal compliance and personnel management requirements. Across the United States, for instance, a variety of regulations govern employer-employee relationships. For instance, The Fair Labor Standards Act, which defines the minimum hourly wage entitlements for some individuals, as well as national civil rights legislation, ban companies from discriminating against employees based on race, sexuality, ethnic heritage, and other factors (Bankston & McDowell, 2016). Businesses should educate their workers about any regulation that may affect them to improve their ties with them. Workers, in my opinion, must also hold themselves responsible for learning about policy changes that may affect them at both the state and national levels. According to federal statutes, employees need to be trained on health and safety issues and sexual misconduct. Unless an independent consultant is responsible for ensuring compliance with all tax regulations, an employer must know tax regulations for all employees working in their organization.

Even though the writer discusses the many issues that workers and employers confront, he neglects to mention the distinctive kinds of employer-employee interactions. The post makes no discussion of how different categories of employees may affect compliance with legal requirements. The piece relies exclusively on the interaction of workers and permanent employers and how they affect compliance with legal requirements. Also, he does not go into great detail about the multiple points he makes. For example, the assertion that inadequate staffing adds to employee exhaustion. The writer does not highlight the frameworks by which inadequate staffing leads to employee fatigue to support his argument.

Because each line of business has a unique shape, the writer's viewpoint cannot be uniformly enforced throughout the workplace. Since they have limited staff, small companies,

for example, can easily integrate an automated employee management system, maintaining good attendance records monitoring, and undertake capacity planning. Furthermore, because of the compact size of the workforce, management and workers may build strong relationships in the workplace. Due to the sheer number of staff, maintaining time and attendance tracking in giant corporations may be difficult. Keeping track of many employees is tiring for human resource teams. Unlike smaller businesses, workers and employers in large corporations may have unproductive relationships due to a lack of regular interactions or participation in specific daily routines.

Conclusion

To sum it up, Staff management is an essential factor that institutions should keep in mind. Workforce management is plagued with inconsistencies across companies, including failure to comply with policies and guidelines. As a result, businesses must comply with statutory provisions and guarantee that any new policies are communicated to their staff. I take issue with the article's argument that inadequate staffing makes a significant contribution to staff fatigue because he does not discuss it in depth.

References

- Bankston, A., & McDowell, G. S. (2016). Monitoring the compliance of the academic enterprise with the Fair Labor Standards Act. *F1000Research*, 5.
- Moschetto, M. (2014). Key trends in workforce management and new challenges for HR. *Employment Relations Today*, 40(4), 7-13. <https://doi.org/10.1002/ert.21428>

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