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by JJ

Submission date: 08-May-2021 06:00PM (UTC-0400)

Submission ID: 1581482501

File name: Human_Resource_Management_challenges.edited.edited.docx (17.76K)

Word count: 708

Character count: 3678

Human Resource Management Challenges

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Question 3

Adobe consulting services' family-friendly benefit policy is a good policy that the company has put in place to ensure that they find flexibility at the workplace to attend to their families' personal needs. However, the good intention of the policy has received a backlash and some internal challenges because some employees of the company feel that there exist within the management rank a tendency of favoritism in the policy consideration. It is also notable that the HR manager cannot accept the entire request because, at times, the requests are made simultaneously, which requires the HR manager to weigh on the best possible means of balancing the acceptance of the requests. As well put by Snell et al. (2015), human resource managers like Janis Blancero must professionally balance such requests to keep the company's competitiveness. Literature, therefore, offers some of the solutions I would put in place if I were Blancero for me to solve such dilemmas.

First forward, when such requests are made, I check the scope of such requests to identify their authenticity. Checking the scope of such requests enables one to identify the employee with the most urgent need, and through that, the requests are accepted in the order of urgency and importance. Normally, at workplaces, employees are made of different personalities, and it cannot be surprising to find that some would make such requests just because others are doing so while others have genuine reasons for their requests. A human resource manager should ensure that he assess all the work and out of work-related needs of the workers to assist them accordingly, a factor that aims to boost the workers' morale to improve their productivity (Snell et al., 2015). Hence, after determining the scope of the requests made to me, I will make the employees understand why others have been granted the opportunity while others have not. On this point, effective communication with the company's employees will be my key strength.

Another solution to the backlash is making the flexible policy a formal part of the company's daily activities. Because the application of such benefits is not formal in the company, it will be tempting to believe that informality is the major reason for the backlash. Well-laid-down policies help in strengthening the HR operations of companies (Biron et al., 2021). Thus, when put to be a formal document guiding the company's operations, the employees will adhere to the laid down guidelines when making such requests. At the same time, the managers like Blancero will also be guided by the policy while accepting such requests to enhance fairness in the process.

Lastly, when in the position of Blancero, I will ensure that in the acceptance notice of the flexible requests, I inform the employee that as they enjoy the company's flexible benefits, then be ready that they can be recalled to work anytime if a serious need arises. It is true that while other employees are out of work on, let us say a paternity leave; other serious uncertainties can find their colleagues at work, and therefore to address this scenario, they are recalled as the other colleagues be granted such benefits. This move makes the employees realize oneness as none will feel left out in this program.

Conclusively, fairness in giving out a company's flexible benefits is the major contributor to employee productivity. All managers at all levels must embrace all factors that help the company achieve the highest production. Therefore, scope identification of such requests with proper and effective communications to the employees about the successful application of such benefits, formalization of the company's flexible policies comes in. At the same time preparation of employees to be ready to cover up for their friends if the need arises are some of the main ways in which Janis Blancero can deal with the backlash surrounding Adobe's flexible benefits policy.

References

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