

STRATEGIC HUMAN RESOURCE MANAGEMENT

Lecture 3rd

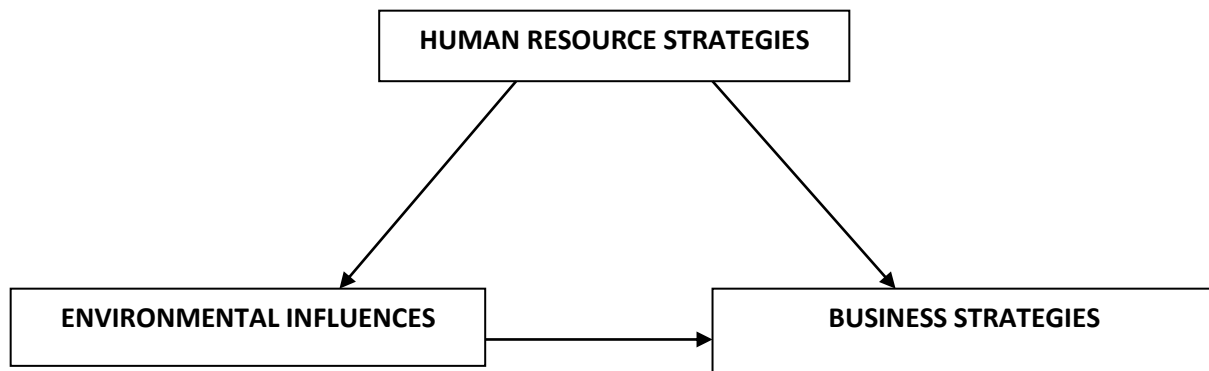
MODELS OF SHRM:

- 5-P Model
- Environmental Model
- Matching Model

5-P Model:

1. **HR philosophy** –how they should be treated and managed.
2. **HR policies** - these provide guidelines for action on people-related business issues and for the development of HR programs and practices based on strategic needs.
3. **HR programs** – these are shaped by HR policies and consist of coordinated HR efforts need to manage organizational change efforts based on strategic business needs.
4. **HR practices** – these are the activities carried out in implementing HR policies and programs. They include resourcing, learning and development, performance and reward management, employee relations and administration.
5. **HR processes** – these are the formal procedures and methods used to put HR strategic plans and policies into effect.

Environmental Model:



This model link with these three poles:

- Human resource strategy
- Environmental influences
- Business strategy

Firstly they have to focus that organization has to evolve a sustainable competitive advantage which the rivals cannot duplicate by:

- Coming up with something very rarer or hard to copy
- Improving so fast that the rivals cannot catch up

Secondly:

1. Innovation strategy

The primary focus is to develop products or services different from those of competitors or offering something new and different.

2. Quality Enhancement strategy

The primary focus is on enhancing the quantity of products and/or services through more human resources involvement and flexible work process.

3. Cost reduction strategy

The primary focus is to become the lowest cost producer by attracting and retaining highly motivated employees through right human resource practices.

Matching Model:

In this model we focus that the HR system should be match with the organizational strategies in way that can improve the organizational performance.

In this model they highlighted the four generic functions of HR:

- Selection
- Appraisal
- Reward system
- Development

