

ORGANIZATIONAL THEORY

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### **Plan Human Resource Management**

Project Human Resource Management includes the process that organize, manage, and lead the project team. The project team is comprised of the people with the assigned roles and responsibilities for completing the project (PMI, 2013). Project team members may have varied skill sets may be assigned full or part-time, and may be added or staff. Although specific roles and responsibilities for the project team members are assigned, the involvement of all team members during planning adds their expertise to the process in project planning and decision making so it's beneficial for the team.

In a global setting strategies and programs are monitored and evaluated on a regular basis to ensure that they are moving the organizations in the desired direction, including closing employee competency gaps, and corrections are made as needed. Some may has special cases like child workers or where women are not allowed to work. Global planning is to ensure the best fit between employees and jobs, while avoiding workforce shortages or spares. The three key elements of the HR planning process are forecasting labor demand, analyzing present labor supply, and balancing projected labor demand and supply. You have to be able to change and understand their policy and abide by it.

As with all projects, the team that is assembled is tremendously important, so project team selection can have an impact on project success. If a project is failing it is important for the project manager to analyze the team and adjust it as necessary. An organization cannot build a good team of working professionals without good Human Resources. The key functions of the Human Resources Management team include recruiting people, training them, performance appraisals, motivating employees as well as workplace communication, workplace safety, and much more. The next step is to determine the gap between where your organization wants to be in the future

and where you are now. The gap analysis includes identifying the number of staff and the skills and abilities required in the future in comparison to the current situation. You should also look at all your organization's HR management practices to identify practices that could be improved or new practices needed to support the organization's capacity to move forward.

As with all project knowledge areas, there are a number of tools and techniques known as best practices within the project management community. Develop and Maintain HR Strategies process has three steps: The first step is Monitoring and Assessing Existing Strategies. Analysis is required if existing strategies don't fulfill strategic goals, or if there are any shortcomings. The second step is the analyzing of alternative strategies. Alternative strategies may be developed by the organization itself via HRM research and development studies. Analyzing alternative strategies reveals how effectively the new strategy might be implemented within an organization, and what would be the extra benefits to the organization of implementing such a strategy. The third step concerns deciding upon the most effective alternative strategy.

### References

Larson, E. & Gray, C. (2014). *Project Management: The Managerial Process* (6th ed.). New York, NY. McGraw Hill Education.

Project Management Institute (PMI). (2004). *A guide to the project management body of knowledge (PMBOK guide)*. Newtown Square, Pa: Project Management Institute.