HRM Department at Hancock Manufacturing

Team D

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HRM 300

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**“DEPARTMENT WITH A DIFFERENCE”**

Hancock Manufacturing human resource department is well designed to cater for the structure and the potential ability to meet the company’s needs of enhancing the management of the resources all around the company. The HRM has been tailored to address human resource issues that are peculiar in the Hancock manufacturing company while still upholding and maintaining the reputable company culture at all time. Its efficiency in workforce management and resource organisation has made the company scale higher in terms of proper management, as well as in terms of increased income and revenue. The employees in the manufacturing company have been selected, recruited and trained under specialised set ups that have been made possible by the human resource department, ensuring frequent trainings and refresher courses that maintain the productivity and efficiency of the workers.

Only the qualified and the effectively capable are picked by the team of well-organized and dedicated human resource team for the company. The HRM team then looks into their safety requirements and makes the required input by sourcing from many sectors to ensure employee safety at all time. The company has had a reputable and an outstanding employee turnover rate that has been almost negligible. The main reason for this is the well depicted dedication of the human resource department in ensuring that the welfare of the employees is addressed and not left to chance. The department has handled employee grievances in the past with utmost professionalism while still working hand in hand with management and other stakeholders in proposing the best employee welfare directives and requirements while still keeping all operations within the stipulated laws that govern company operations. (Hancock manufacturing, n.d.)

**TECHNOLOGY**

The work of HRM has been made much easier and quicker with the use of company websites, Intranets, email, Facebook, and Twitter. New algorisms have been developed that allow systems to match specific candidates to matching companies (Biro, 2013). This system helps our HRM to provide a much larger pool of hires from anywhere in the world for our company’s line manager to choose from. We know that our employees have a busy schedule, so for the convenience of all our employees, we provide web-based training and development programs on demand, so our employees can access it at their convenience.

**DIVERSITY**

Here at Hancock Manufacturing, we embrace diversity and see it as an asset towards continuing globalization for our company.  We strive towards hiring a diverse workforce and make sure that all our employees are educated and aware of understanding diversity.  Our company requires that our employees take a core class yearly to refresh them on diversity in the workplace.  Here at the HRM department, our goal is to make sure our employees are equipped with the tools needed to continue making our company successful. We understand that the world is ever changing and our goal is to be ahead of the curve.  Our HRM department sees diversity as an asset and places employees in positions where not only THEY can be successful, but where they can be an asset as well to our company's overall mission statement.

**GLOBALIZATION**

Here at Hancock, we realize that our world is getting smaller and smaller every day. With the rapid development of Communications Technology and faster modes of transportation, it is very important for us to be cognizant of our role in the global community. We put a premium on our employee’s ability to work well with other cultures. We believe that the better communication we have with others, the more ideas we can learn and share with others. This gives us a competitive advantage over other manufactures that keep to themselves!

We also strive to be one of the most diverse work environments in the United States. We believe that the more diversity our company has, the more range of ideas we have. Here at Hancock, you will be working with people from across the globe and from every continent (except for Antarctica of course!).  ("Effects Of Globalization On Human Resource Management", n.d.).

We are currently working on expanding our manufacturing with other countries like China, and Taiwan. This gives you the opportunity to travel to these parts of the world and help us develop long and lasting relationships with people from these countries!

**ETHICS**

It is important to us here in the Human Resource department for Hancock Manufacturing to always be aware of ethical challenges that arise in our society today. We take great strides to comply by creating policies towards not only harassment and discrimination, but also the safety and diversity of our employees. We have specific HR representatives assigned to review new local and federal laws as they are passed so that our company is always prepared. Our department has developed procedures that allows the employees open communication to one of our HR representatives in case they ever feel that an issue has arose in the workplace. We strive towards holding every employee in the highest regards. If you find yourself always looking out the best for others, or if you are a kind and compassionate person, we hope to hear from you to join our family here at the HR department at Hancock Manufacturing!

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