



Assistance with University Projects? Research Reports? Writing Skills?

We've got you covered!

www.assignmentstudio.net

WhatsApp: +61-424-295050

Toll Free: 1-800-794-425

Email: contact@assignmentstudio.net

Follow us on Social Media

Facebook:

<https://www.facebook.com/AssignmentStudio>

Twitter:

<https://twitter.com/AssignmentStudi>

LinkedIn:

<https://au.linkedin.com/company/assignment-studio>

Pinterest:

<http://pinterest.com/assignmentstudi>

Assignment Studio © Copyright

Strategic Role of Human Resources in a Textile Industry.

COMMENTED IFS1: TEXTILE INDUSTRY????????

Introduction:

Advancement in technologies, global expanding markets and competitive challenges has enhanced the element of responsibilities on the management by producing the product's quality and quantity that meets the consumers demand. Rigorous international competition, the explosion of market segments and niches, and accelerating technologies change have created a set of competitive imperatives for the development of new products (Clark & Wheelwright, 1993). Making an organization a success, different department performs in collaboration with each other for the same targeted goal. Successful managers are those who work well with the managers in their unit, developing a team approach so that department issues are addressed from a department-wide perspective rather than an individual manager's viewpoint (Giesecke, 2001).

COMMENTED IFS2: Its not relevant to the topic ?? What this whole info has to do with it?

As stated by Durai (2010) that the eventual success of an organization depends critically on its ability to combine various HR practices with a focus on the accomplishment of organizational goals and objectives. Though every individual department in an organization has its own worth and a role to play, human resource department is considered as the back bone that strengthens the organization making it to strive among the challenging global competitive market.

Food is the basic need of any individual. From the very beginning of mankind many wars had been fought for land and food. As the human living sense developed with the time so is the sense of taste. The exceptional increase in the world population enhanced the demand for food variety. Many companies and organizations are active in producing multiple types of food products to complete the continuously increasing demand. One of the major type of food is confectionary, that holds a prominent share among the food variety. Since the last decades there is overwhelming demand for canned/packed food and beverages. Pursuing the increasing demands, the organizations concerned with the food products have gone through massive developments, and thus holds a significant share in the world economy. The food, beverages and

tobacco industry is important because of its large size, its insulation from cyclical pressures, and the high and steady demand for its products (Dyker & Radosevic, 1997).

COMMENTED IFS3: Not relevant at all.... You have to talk about the company in the start not about the food industry????

Nestle is a global organization engaged in producing multiple food varieties, for multiple regions and cultures, though in particular confectionary i.e., chocolates. Nestle is considered as one of the largest organization in terms of revenue. Its network is spread around the globe with more than 400 factories and more than a quarter million employees. To succeed, firms must be responsive to changing customer demands and the moves of their competitors (Clark & Wheelwright, 1993). For any successful organization its work force plays a vital role. Besides other departments the hr management in Nestle is more responsible for making available the work force that can prove to be an asset. Nestle producing a range of food products targeting all age groups, exclusively the baby nutritious food, has to be very particular and cautious in maintaining the high standards of the same. Though to accomplish the desired goals successfully a team of technical, skilful and motivated people are required. Thus laying the entire responsibility on the HR management. Decisively Nestle opted for enhancing the technical support to HR management, in order to expand their product's market.

COMMENTED IFS4: Just chocolates??? What about other businesses of Nestle??? And other products?

Soberg (2011) argues that successful organizations have the right types and amount of people to perform the required duties to achieve the organizations' objectives. The core responsibility of HR management is to engage the most appropriate person at the most suitable place of which he is capable. Employees training to enhance their skills and retaining the best by acknowledging their efforts and devotion, by awarding them with different incentives or promotion, all such acts sum up in the HR managements job. For textile, it is compulsory to that the company treat the employee as an asset of the company. The HR management modifies the right person into an asset by training and creating favorable circumstances for a prosperous career.

COMMENTED IFS5: Yar ye textile kaha se aagae bhaiiii????? ?Your talking about in General not covering the aspects

Strategic Human Resource Planning:

Strategic planning is the process of defining an organizational strategy, or direction, and making decisions on allocating the resources of the organization (capital and people) to pursue this

strategy (Mathis & Jackson, 2011). Strategic planning is an ongoing process; any individual organization is relied upon its competent planning for the gateway to success. The strategic planning of Nestle reflects the organization's strategic direction designed to expand and strengthen the organization's annual goal setting. It expresses the organization's commitment to provide high standard quality food products.

Strategic HR management entails providing input into organizational strategic planning and developing specific HR initiatives to help achieve the organizational goals ()

References:

Giesecke, J. (2001) Practical Strategies for Library Managers. USA: McNaughton.

Durai, P. (2010) Human Resource Management. India: Dorling Kindersley.

Clark, B. K. & Wheelwright, C. S. (1993) Managing New Products and Process Development: Text Cases. USA: Free Press.

Soberg, A. (2011) The Link Between Strategic Planning and Human Resource Planning. HRVoice.org. [Online] Available from : <http://www.hrvoice.org>. [Accessed: 18th September 2013].

Dyker, A. D., & Radosevic, S. (1997) Innovation and Structural Change in Post-socialist Countries: A Quantitative Approach. Netherlands: Kluwer.

Mathis, L. R. & Jackson, H. J. (2011) Human Resource Management. USA: Cengage.