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MANAGING TALENT

Ingersoll Rand's Problem-Solving Approach to HRM

Question one

What important HRM skills has Craig Mundy applied to his role at Ingersoll Rand?

Leadership and navigation and communication refer to directing the organization's processes, programs and also involving the skills needed to exchange information with others inside and outside the organization information

formed the basis of goals for supporting international growth. To achieve the goals, the HR team evaluated talent inside and outside the company and set up ways to help employees acquire the needed skills.

It also has reshaped the way Ingersoll Rand' business managers think about human resource management, To become strategic partner.

Question two

How do talent management and evidence-based HR support Mundy's efforts to offer solutions?

The Talent Solutions framework for addressing challenges facing each business area he find that there is problem with high turnover sales so they handle the problem by improving the process for recruiting new sales reps, but the high turnover continued. By Applying the Talent Solutions framework, the HR team analyzed the pattern of turnover. The analysts found that turnover was highest after salespeople had been on the job about two and a half years, and that this was the point at which they were just becoming productive. The HR team decided to focus on helping salespeople become productive faster, so their jobs would become more rewarding faster. The team studied the entire

process of hiring, training, and retaining employees and set goals for improvement in each stage of the process.

TAKING RESPONSIBILITY

How Google Searches for the Right Job Requirements

Question one

What elements of motivating jobs has Google put into place, according to this description? Name a few other elements that might be appropriate at Google.

By implement flexibility through flexible working hours you can control the time and have enough break, also encouraging teamwork through offering negotiation and diversity also offer free meals and food, also collect from them feedback through survey about the work environment and also it leads to innovation because the employee works to leave impact for next technology generation and take care of the overall satisfaction of the employees I think the points need to take it into consideration to recruit knowledge workers although by google system can provide them with a lot of training and skills to release a knowledgeable worker.

Question Two

What are the ergonomic challenges of jobs at Google? How does the company give workers flexibility in meeting those challenges?

Google applies its concern for employee well-being to ergonomics. So lots of time spending on chairs are not healthy and also the health risks increase further when employees are snacking and gaining weight. So they put healthy options on the menu list.

While all snacks are free, the healthiest options are displayed most prominently.

Employees can use the treadmill rather than spend time out of their chairs.