



Human Resources Impact on You & The Organization

Human
Resources...here to
take your
complaints...and
do nothing about
them.



som**ee**cards
user card

What does HR do?

Business Strategic Partner

Human Capital Strategy

Legal Compliance

Organizational Design

Training & Development

Culture Management

Policies & Procedures

Talent Acquisition Mgmt

Career Planning / Mapping

Change Management

Payroll

Performance Management

Rewards & Recognition

Internal Communication


Compensation & Benefits

Workplace Relations

Events Planning

HRIS Mgmt / Administrative





HR: What's
the point of
it all?

What: HR Club Interview with Professor Christian
Wedemeyer
When: Wednesday, November 17 at 5:30pm
Where: Swift 301
Who: The HR Club and YOU!

Why Should I
Care?

Does HR Impact your Day?

YES!

Impacting the Organizational Culture

What is organizational culture?????

ELEMENTS OF ORGANIZATIONAL CULTURE

Core Beliefs	Values	Fears	Behavior Norms	Infra-Structure
Core beliefs combine to create the organizations formula for success	Values are the positive results that flow from the core beliefs	Fears are the negative results of ignoring core beliefs and violating values	Values and fears combine to form the boundaries of normative behavior	Infrastructure organizes people, process and structure to enforce behavioral norms
Individual Champions	Tenacity & Risk Taking	Management & Mediocrity	Ignore & Exaggerate	Freedom & Rewards

Impacting the Organizational Culture

What is organizational culture?????



Impacting the Organizational Culture

What is organizational culture?????

Why Culture Matters



- The assumptions and beliefs of employees drive behavior.
- The collective behavior of employees determines results.
- The results measure performance and indicate if strategic business objectives have been achieved.

Impacting the Organizational Culture

What is organizational culture?????

- ⚙ Symbols
- ⚙ Logo's
- ⚙ Colors
- ⚙ Jargon
- ⚙ Signs
- ⚙ Layout of office space
- ⚙ Titles
- ⚙ Dress code
- ⚙ Face time (impact on culture)
- ⚙ How organization communicates
- ⚙ Etc., etc., etc.

What is Organizational Culture?

It's creating a Mindset.....



Impacting the Organizational Culture



Determining an HR Strategy

- ☀ Know your Organization's strategy
- ☀ Mission, Vision, Values
- ☀ Gain Leadership Consensus on appropriate culture
- ☀ Determine Current Culture → Future Culture
- ☀ Communicate with Staff
- ☀ Subcultures?
- ☀ Conduct Employee Engagement Survey
- ☀ Prioritize Needs
- ☀ Create HR Strategy
- ☀ Communicate HR Strategy
- ☀ Implement HR Strategy
- ☀ Communicate, Communicate, Communicate
- ☀ Revise as needed..... oh yeah, Communicate!





Experiment Time-



What did you learn today?

What are you going to do differently?

How are you going to use this information to positively impact your organization?

