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Nowadays, the corporate world is changing and becoming a challenging place. This challenging place has got many barriers and hurdles that have to be crossed before you could achieve the eternal satisfaction. Among these barriers is the problem of selecting the right person.

In every human resource management, there is an inbuilt policy of selecting the right person for the right job. It involves knowing whether the person whom you are going to select is perfectly fit not only for the job but also for the organization. Every human resource manager would try to choose those people who work for the development of the organization as well as for achieving the goals. Every person is unique and different like ATT Uverse Deals. So the human resource in charge has to scrutinize the various potential candidates who are interviewed and select the most feasible candidate.

One thing that could strike you is that several practices in a company's human resource system are similar irrespective of the type of the organization. One of them is the two categories of employees. One category of employees is those who are happy, proud, and adore their job and career. While others are those who work and contribute a lot to the organization, but always feel terrorized when they report to work. So most of the time, it becomes difficult for an organization to have an effective human resource practice until it possess contented and happy staff.

There are various human resources tactics that can be used to make the employees happy and satisfied with the job. We all know that employees spend most of their time on their job, and it becomes the main obligation of the human resource manager to create an amicable environment where an employee can work happily and give his or her best for the organization. In short, leading to achieving the goals and better employee turnover ratio.

Now you may think how a human resource planner knows whether a person is happy or dissatisfied with his job. It is quite simple. By employing various human resource exercises, the human resource planner will be able to analyze and find out how many of them are satisfied and dissatisfied with their job. One way of making dissatisfied employee into satisfied ones is to make them feel as a part of the organization and try to increase the enthusiasm in their job and organizational behavior.

One method is having open communication where the employees can openly discuss their problems and issues. If they are dissatisfied with something or intimidated by someone, they could openly discuss with their immediate manager or superior. This will help them to know how much the organization cares about their work and their feelings.

The next is creating an agreement of trust. The organization's human resource planner should create the feeling of trust among the organization and the employee. This trust gives hope to the employee that their views and ideas which they have communicated will be put into action. It could also help them realize how much effort and caring the organization is taking in order to make their job more interesting and to create an amicable environment.

Besides the above procedures, personal appreciation also makes workers feel appreciated and acknowledge by their co-workers. Performance bonuses can be given to employees, which will encourage them to work their very best. These types of encouragement can be employed at both the team and individual level. It has been surveyed that this is effective in motivating employees to build up performance by way of incredible proportions. Still, it is crucial to consider that bonus deals should only be given for appropriate reasons, except if it has been stipulated in a contract, like year-

end bonuses.

Managing the employees is one of the most challenging tasks and requires a whole lot of professional skills and knowledge by the human resource manager. The human resource manager has to choose the best human resource practice and integrate it with the organization's goals to achieve the best possible and required results for the organization.

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