

Taking Human Resources Seriously In Minneapolis

Introduction

"A Taking Human Resources Seriously in Minneapolis" demonstrates how organization performance and cultural framework depend heavily on HR practices. A Minneapolis-based company faces challenges from existing antiquated human resources strategies that diminish organizational expansion while also threatening employee job satisfaction.

HR Challenges

The company studied in this case demonstrated weak employee morale together with sustained employee turnover and inadequate organized HR procedures. Before strategic changes human resources served as a support department instead of being treated as a strategic partner. The traditional view restricted the company from retaining personnel who would drive success.

Strategic Shift

Leadership implements human resources as a fundamental business strategic element which sets the stage for the entire case scenario. The company applied contemporary HR systems to develop personnel while promoting open information exchange and award systems based on performance levels.

Conclusion

The Minneapolis human resource management approach demonstrates essential organizational lessons that any business can use worldwide. Through their changed approach to human resources management the company achieved such results as improved team performance along with better workplace culture and lasting business development.

Recommendation

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