



New Opportunities for the Development of Education at the Technical University of Liberec

Specific objective A2: Development in the field of distance learning, online learning and blended learning



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Current HR challenges of HRM in post-pandemic period

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Legislative Framework of HRM, Labour Market and HRM

Seminar 2

HRM – tasks from 1st seminar

	 Corporate is king: Blue World	 Companies care: Green World	 Small is beautiful: Orange World
How organisations source and attract talent	Organisations compete to find and secure the best talent available and use extensive search and evaluation methods to find the stars of tomorrow. Talent is attracted by the potential for high earnings, job security and status.	Green World companies seek like-minded individuals to extend their corporate family, taking great care to only select talent with the right behaviours and attitudes. Talent is attracted to Green World brands, their values and their culture.	Technology provides the solution to finding and evaluating contractors as suppliers of key skills. Commercial terms are offered for a specific task. A company's reputation within networks and online recruitment markets is crucial in attracting talent.
Reward and performance	Reward is based on finely tuned performance metrics.	Organisations focus on total reward, which recognises corporate citizenship and good behaviours alongside performance.	Contract-based pay for projects is the norm. Results-based or buy-in contracts are also common. Negotiation skills are vital.
Learning and development's role	Individuals build skills and experience to adapt to changing business needs. Learning and development is closely aligned to objectives and performance measures.	Personal and professional development fuse in areas such as volunteering.	Individuals develop their own skills. Professional guilds will re-emerge and certify skills alongside online references and performance rankings.
The role of HR	HR uses advanced analytics to predict future talent demands and to measure and anticipate performance and retention issues.	HR acts as guardian of the brand. There is a strong focus on creating the right culture and behaviours and on guarding against sustainability and reputational risk across the supply chain.	HR focuses on sourcing contractors and negotiating the contracts, along with performance management and project economics.
Role of technology in managing people	Sensors and data analytics to measure and optimise performance.	Helping people to build work into their lives and minimise their environmental impact.	Creating virtual collaboration.

1) team work

Orange world – small is beautiful

Blue world - corporate is king

Green world – companies care

- What key challenges are likely to be created by the co-existence of these scenarios?
- What are the implications of these different scenarios for HR function?
- What types of HRM practices would you recommend for each scenario?

2) individual work

1. What are the four worlds?
2. What are their specifics?

HRM and legal framework

Influences on Human Resource Management: Legal (The Current Legal Framework)

Tasks from Monday`s lecture

- From each country you should introduce to other students:
 - Minimal wage in your country
 - Average wage in your country
- What determines the legislative framework of the employer-employee relationship?
 - Give us 3 specific examples.

LEGISLATION



Discrimination at work

50 % of workers faced **discrimination** at work

22 % were passed over because of **their age**

13 % report **missing out** on opportunities as a result of **ethnicity**

14 % of workers experienced **discrimination of gender**

13 % report discrimination on the basis of **social class or background**

- The Covid-19 pandemic **illuminated racial inequities** and **social tensions**
- Pandemic reversed progress toward **gender equality**
- Many **younger workers** are not given opportunities to rise within the organizations

Source: <https://www.pwc.com/gx/en/issues/upskilling/hopes-and-fears.html>

What could organizations do to improve the situation?

Legal Framework and HRM

How is it connected?

HRM and Legal Framework

How are these areas connected?

Write down one thing which comes to your mind.



Team work – MIND MAP

HRM and Legal Framework in a particular process

HOW does legal framework influence these processes of HRM?

- 1) Entering a company
- employment contract
- 2) Reward management
- Compensation and benefits
- 3) Termination of work

Discussion and presentation of each team





Any questions?

Thank you for your attention.