

An Effective Way of Employee Management in Multinational Companies

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Abstract:

Every organization, whether big or small, has human resource challenges to overcome. Every organization has different employee management needs; therefore we design exclusive employee management systems that are adapted to your managerial requirements. This is designed to assist in strategic planning, and will help you ensure that your organization is equipped with the right level of human resources for your future goals. Also, for those busy executive who are always on the go, our systems come with remote access features, which will allow you to manage your workforce anytime, at all times. These systems will ultimately allow you to better manage resources. One of the main features in employee management system is time tracking for employees. Effective time tracking mechanism saves both time and money for the organization.

Introduction:

Employees are the backbone of any company, management of employee performance plays a major role in deciding the success of the organization. People have different personalities and work ethics .So in order to manage their work efficiently and fairly, there has to be a system in place to allocate tasks to different workers. Currently a manual system is used in the Rwandan business that will provide most of the requirements for this project. The system used in Rwanda is based on “TRUST” the employer trusts the

employees. Although noble the manager has little it control over his business. In a manual system data is stored in a cabinet. Files are thus often misplaced or lost. And at times is difficult to find relevant files. Records for stocks are also not always filed correctly and thus information is not centralised and not easily accessible.

Objective:

- **Developing strong employee objectives is key in creating comprehensive training programs.**
- Work Accuracy. Job duties must be performed accurately to be useful in employee development. ...
- Training. An employee's training objective needs to match her career goals. ...
- Reliability. ...
- Managerial Candidates.

The top most five skills required for better management of employees in the organizations

The essence of effective leadership is motivating your team to consistently perform while instilling a desire to improve, as well as cultivate employee loyalty to colleagues, yourself and, ideally, the company. It can seem daunting, but it doesn't have to be if you approach it with the right attitude and priorities.

Before becoming an entrepreneur and small-business contributor to Money Crashers, I worked under the tutelage of some talented and dedicated managers. By emulating them, I was able to not only consistently improve my department's productivity, but also reduce staff turnover by instilling a sense of verve and commitment to their duties and responsibilities. Here how can we do it:

1. Communicate intelligently. Some managers mistakenly believe that barking orders and instilling fear in your staff are the hallmarks of managerial success. But if this is your strategy, you're likely to only succeed in creating a unmotivated, antagonized staff.

Instead, take the time to learn how to effectively communicate with each of your employees. Indeed, some may require firm, though respectful, directives, while others will respond best to a soft tone and congenial attitude. Adjust your management style to each employee, and don't expect them to conform to yours.

Regardless of how you communicate, the one thing that must remain consistent is that you are straightforward and honest. Don't try to beat around the bush or avoid explaining exactly what the problem is. For example, is the cash flow of your business not being accurately recorded? Then explain the issue to those responsible and let them know you will hold them accountable for the areas that you pinpoint.

2. Accept responsibility. Simply put, if you make a mistake, own up to it. Don't be tempted to pass the blame onto employees if it's your error, as this can cause you to lose credibility and trust with your staff.

However, if you accept responsibility for your own errors, your staff is more likely to respect and

support you, and therefore will work harder for you. Once you've taken responsibility, proactively address your mistake to correct it and to ensure that it doesn't happen again.

3. Deal with confrontation. Whether it's confronting lagging performance or inter-office disputes, it's up to you to set limits and maintain a harmonious working environment. If you don't have the wherewithal to address issues directly, consider hiring someone specifically trained in executive coaching to help you navigate.

4. Praise—and reward—your staff. If your sales figures reached or exceeded expectations last month, don't bask in the glory alone. Acknowledge all who had a hand in the success. Nothing motivates like praise and rewards, and there are multiple ways you can reward your staff without breaking the bank. For instance, you can take the top-performing employees out on an exclusive offsite at your weekend home, get tickets to a sporting event or concert, or even a night on the town. Building this kind of rapport can reap huge rewards for building momentum and loyalty

5. Know when to speak up. If you're comfortable handling confrontation, you're likely comfortable presenting an opinion contrary to the status quo. Show enthusiasm for your ideas and point to your track record as a leader and successful entrepreneur, and you should have your staff trusting in your abilities.

Still, judging when it's appropriate to speak up requires tact. The last thing you want to do is insult your staff or condescend. Also, be honest with yourself, and detach your ego from the ideas you present. If your suggestion is passed over, don't take it personally. You employ a team of professionals in whom you trust, and if they advise

against your ideas or initiatives, it may be in your best interests to heed their advice.

Maintaining an awareness of office politics can also help you know if it's appropriate to interject your point of view, and when. One way to do this is to encourage an "open door policy" in which your employees feel empowered to speak up in meetings with you or send an e-mail when there are team issues.

As a small-business owner, it's been my experience that core leadership traits stem from a place of integrity, maturity and confidence. If you feel good about who you are as a person, are interested in doing right by yourself and others, and can look at situations objectively, you can look forward to developing a tightly knit team that can foster business growth.

Conclusion

Employee management is attracting a great deal of interest from employers across numerous sectors. In some respects it is a very old aspiration – the desire by employers to find ways to increase employee motivation and to win more commitment to the job and the organisation. In some ways it is 'new' in that the context within which management is being sought is different. One aspect of this difference is the greater penalty to be paid if workers are less engaged than the employees of competitors, given the state of international competition and the raising of the bar on efficiency standards. A second aspect is that the whole nature of the meaning of work and the ground rules for employment relations have shifted and there is an open space concerning the character of the relationship to work and to organisation which employers sense can be filled with more sophisticated approaches.

But there is reason to worry about the lack of rigor that has, to date, often characterised much work in employee engagement. If we continue to refer to 'engagement' without understanding the potential negative consequences, the core requirements of success, and the processes through which it must be implemented, and if we cannot agree even to a clear definition of what people are supposed to be engaged in doing differently at work (the engaged 'in what' question), then management may just be one more 'HR thing' that is only here for a short time. On a positive note, there is now a wider array of measurement techniques with which to assess trends in management and an associated array of approaches to effect some change. Thus, aspiration can more feasibly be translated into action.

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