

HUMAN

Resource

Management



To complete the project successfully, project needs to have the right people, the right process, and the right tools. **All three together at same time.**



Why is it called human resources?

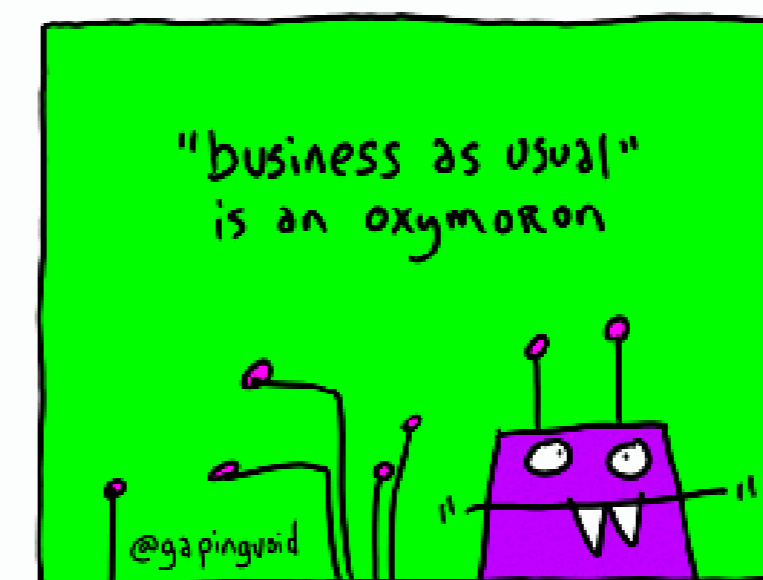
Human: **refers to the skilled workforce in an organization.**

Resource: refers to limited availability or scarce. Management: refers how to optimize and make best use of such limited or scarce resource so as to meet the organization goals and objectives



Human resources (HR) is the department within a business **that is responsible for all things worker-related.**

That includes recruiting, vetting, selecting, hiring, onboarding, training, promoting, paying, and firing employees and independent contractors.



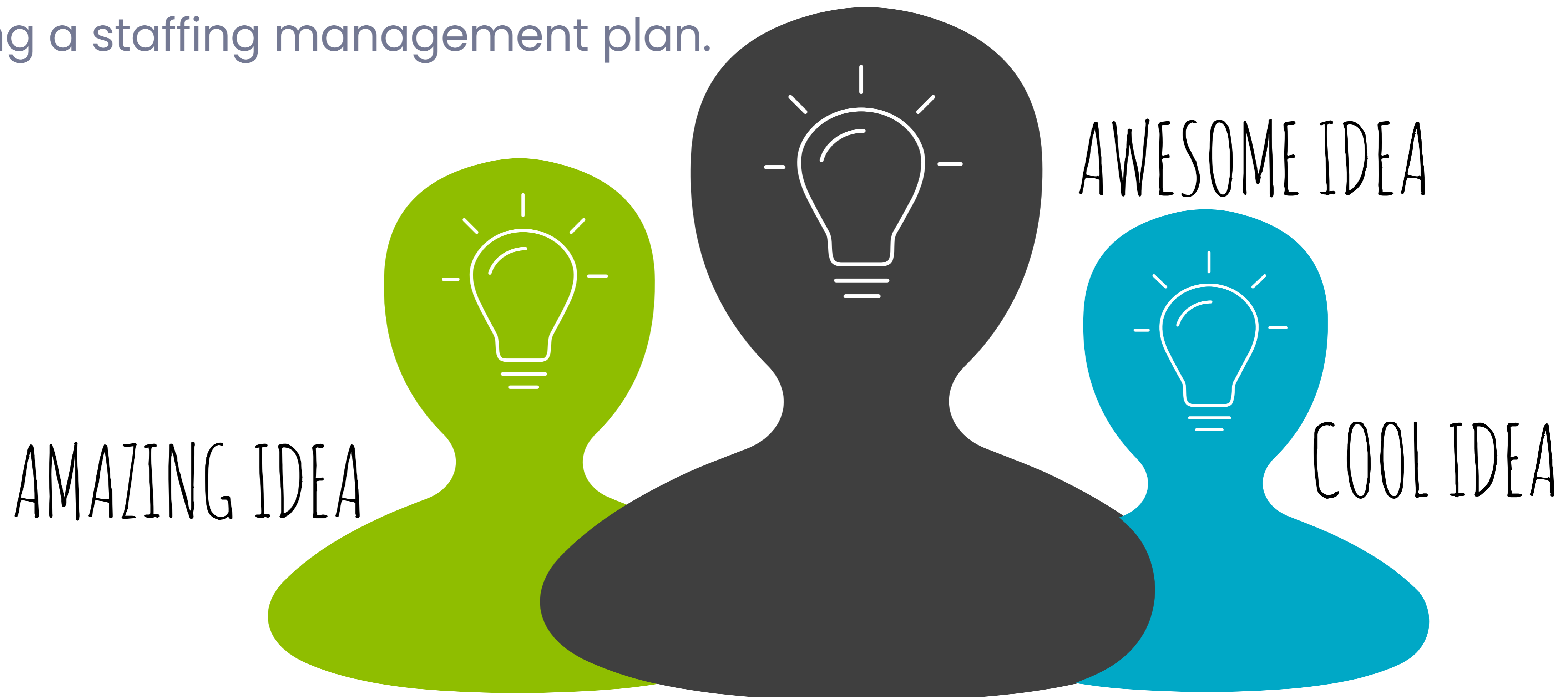
What are the 5 human resources?

Human Resources manages 5 main duties: **talent management, compensation and employee benefits, training and development, compliance, and workplace safety.**

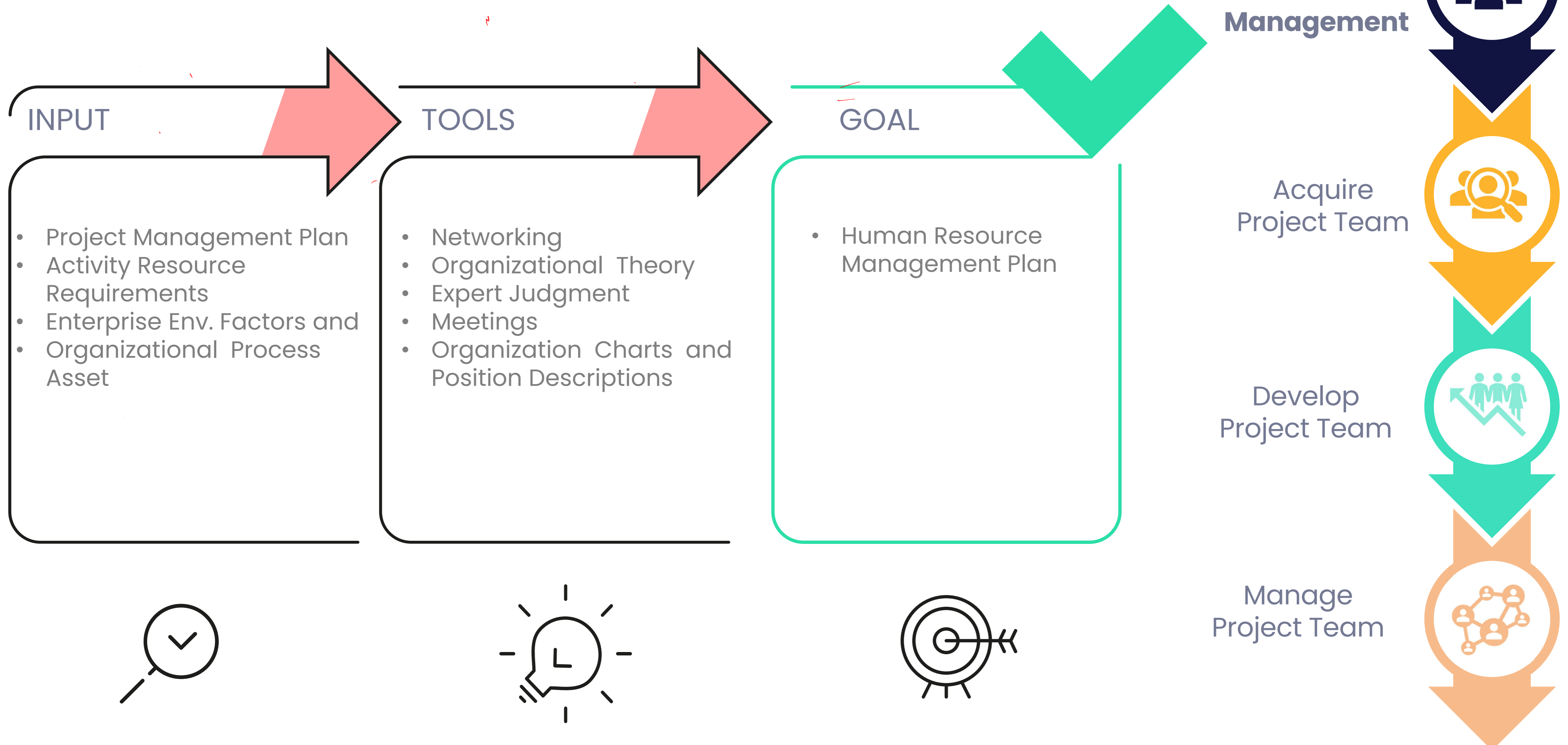


Plan Human Resource Management

Identifying, documenting, and assigning project roles, responsibilities, and required skills, reporting relationships, and creating a staffing management plan.



Plan Human Resource Management

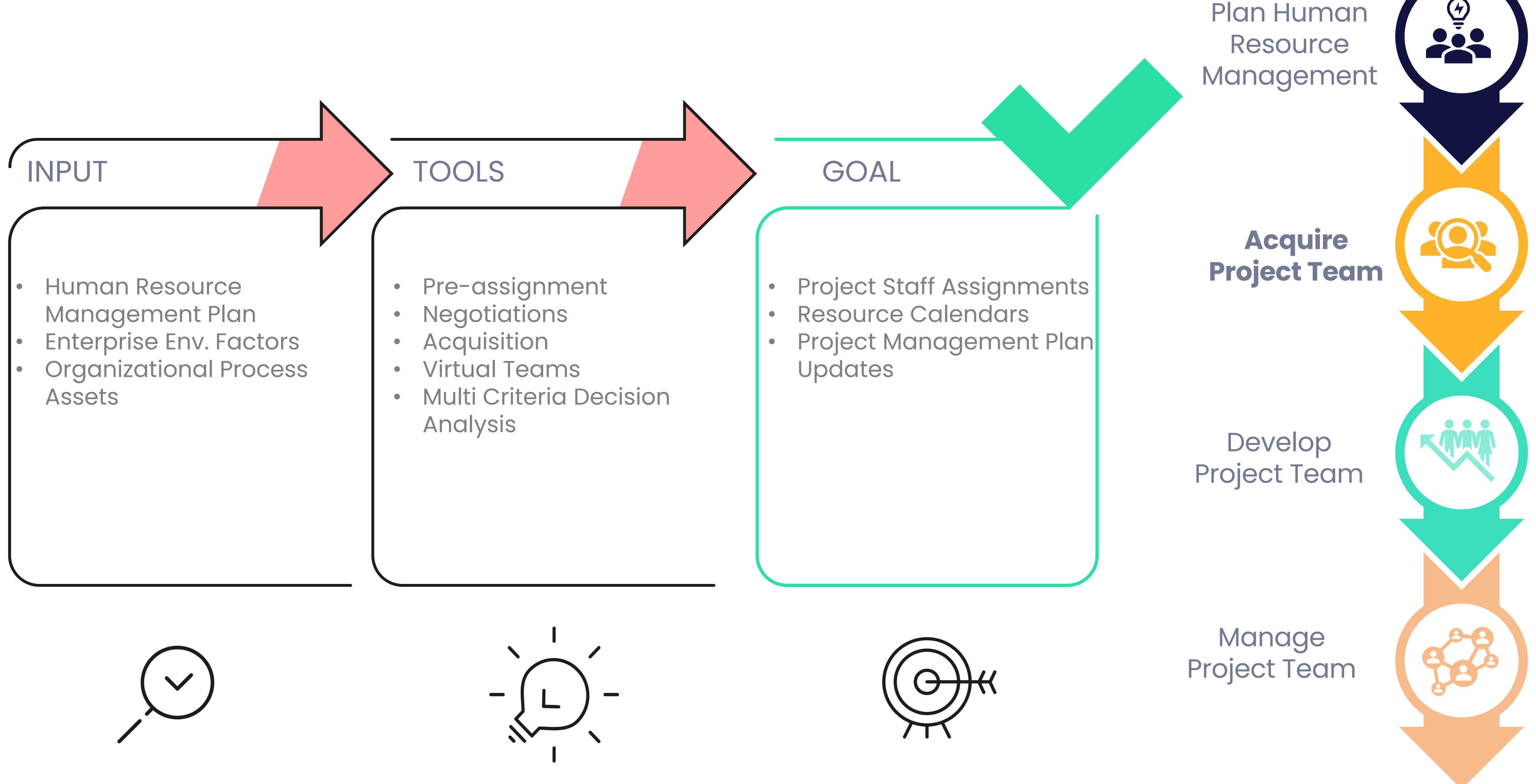


Acquire Project Team

Confirming human resource availability and obtaining the team needed to complete the project.



Acquire Project Team

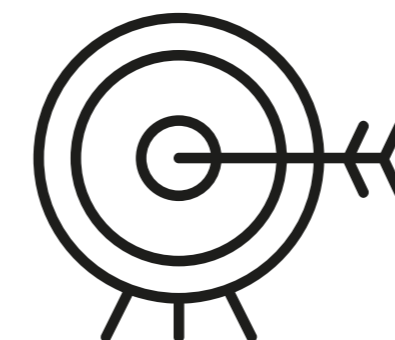
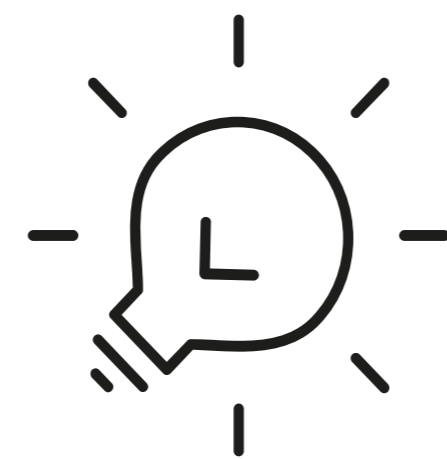
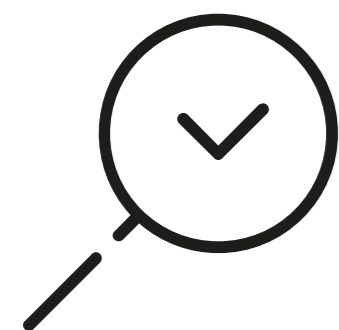
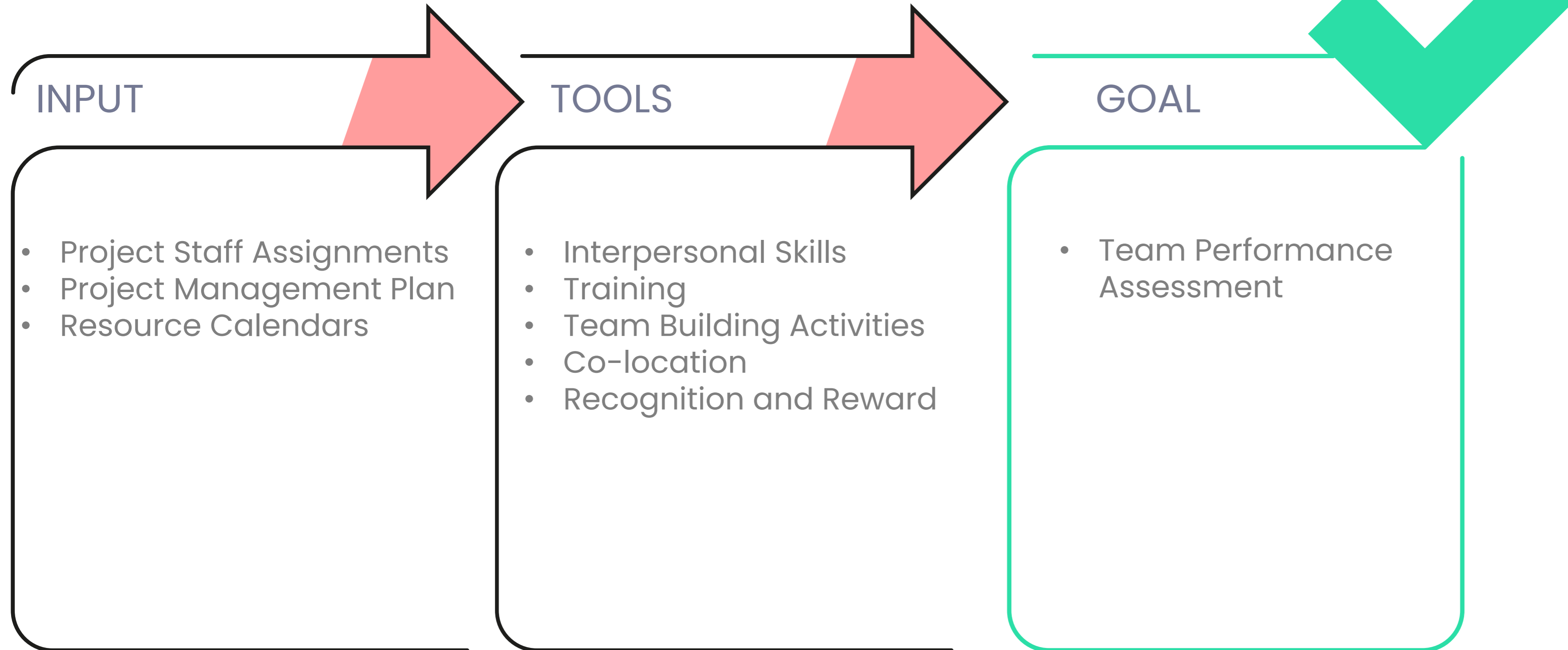


Develop Project Team

The process of improving competencies, team member interaction and overall team environment to enhance project performance.



Develop Project Team



Plan Human Resource Management



Acquire Project Team



Develop Project Team



Manage Project Team

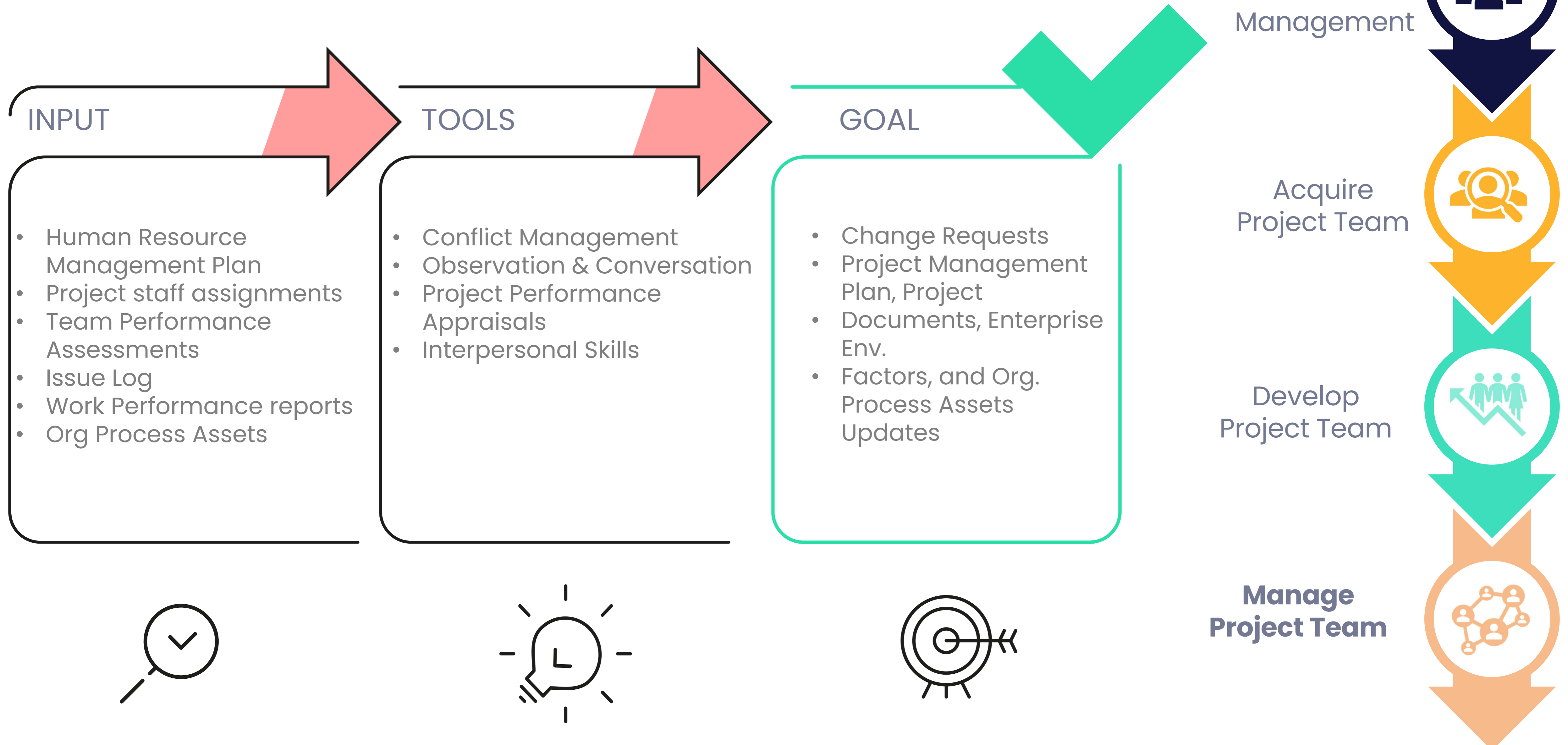


Manage Project Team

Tracking team members performance, providing feedback, resolving issues, and coordinating changes to enhance project performance



Manage Project Team





Project Human Resource Management includes the processes that organize, manage and lead the project management team.

Develop HR Plan

The process of identifying and documenting project roles, responsibilities, and required skills, reporting relationships, and creating a staffing management plan.

Acquire Project Team

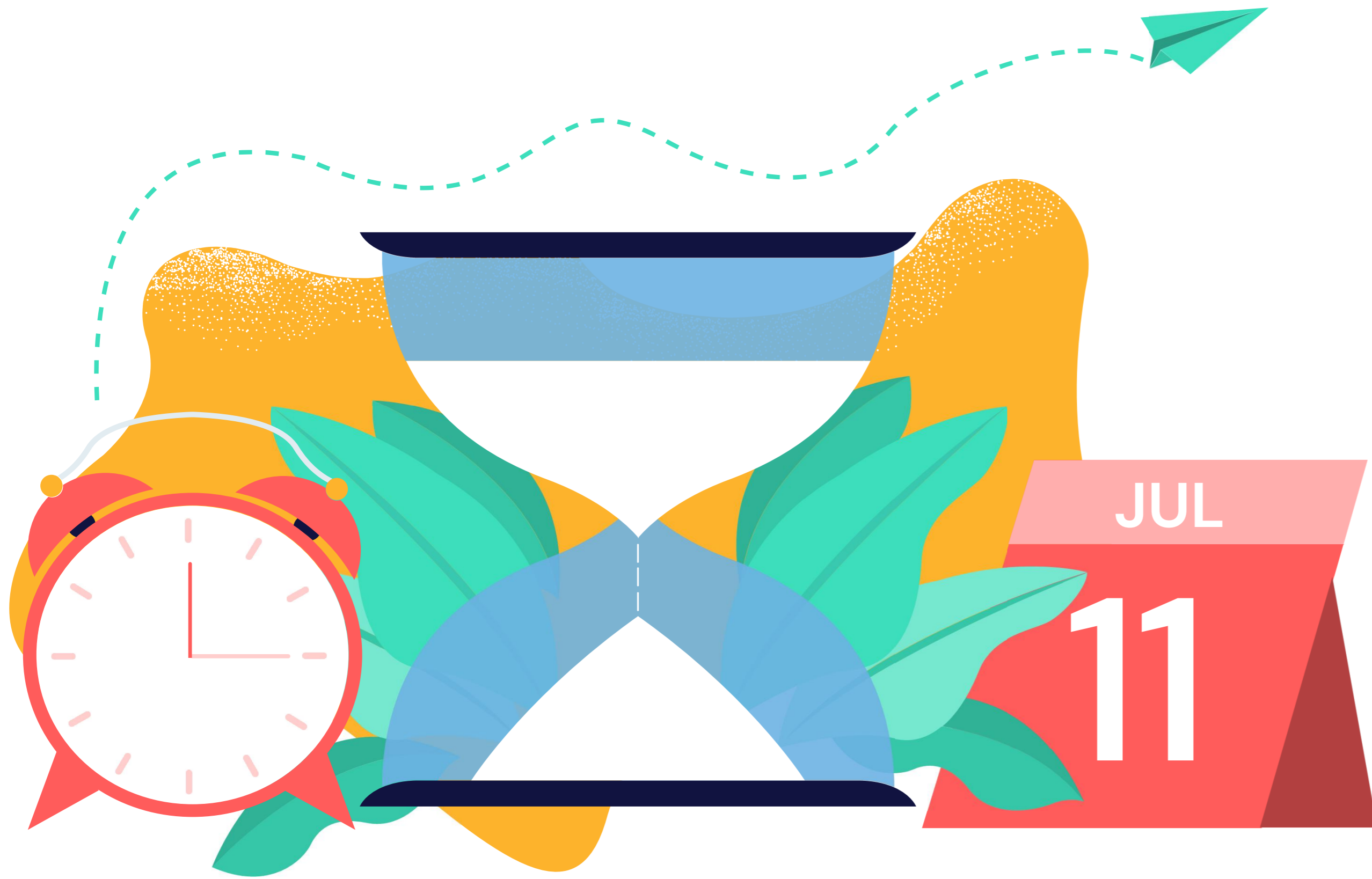
The process of confirming human resource availability and obtaining the team necessary to complete project assignments.

Develop Project Team

The process of improving the competencies, team interaction, and the overall team environment to enhance project performance

Manage Project Team

The process of tracking team member performance, providing feedback, resolving issues, and managing changes to optimize project performance.

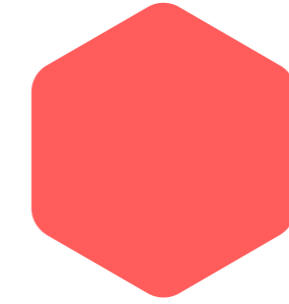


SUMMARY



RAM/RACI

Responsibility Assignment Matrix/Responsible Accountable, Consult and Inform chart



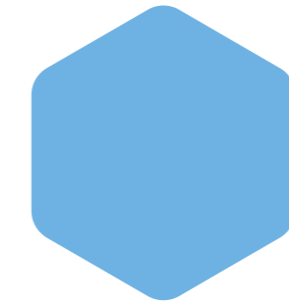
Tight Matrix

Placing project team members under one roof/room



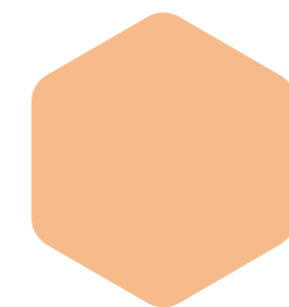
Halo Effect

A specific valuable trait of an individual that is promoted but not transitioned to a higher level of skill



Transformational

A person with this leadership style is a true leader who inspires his or her team constantly with a shared vision of the future

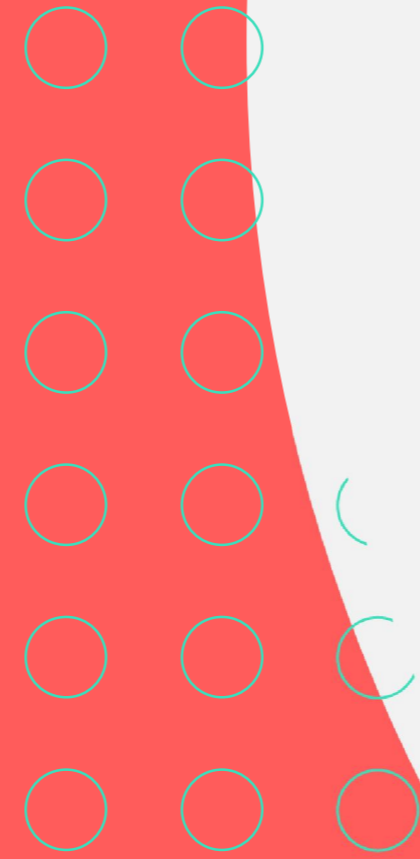


Transactional

Transactional leadership is really just a way of managing (Management by exception) rather a true leadership style as the focus is on short-term tasks

Next:

How we communicate with People?



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