

The Modern Practices in HR Management



2021 was a whirlwind of a year, with confidence in Tanzania's economic development as Africa's fastest-growing economy with nearly 8 percent annual national GDP growth since 2000. The year 2022 and 2023 is likely to form one of the biggest employment trends.

In today's world of trends and technological advancements, companies make every effort to improve the employee experience by keeping up with the latest HR practices to motivate employees to effectively perform and fully dedicate themselves to work. To succeed, firms strive to research and strategically adopt modern practices that improve the employees working environment and create a motivated and satisfied workforce.

Various policies, rules, and regulations guide how the firm should treat its employees and also govern how the employees should behave at work. Such policies may include;

- Recruitment policies
- Compensation and benefits
- Employee discipline regulations

Human Resources acts as a support system between the employees and the firm in terms of facilitating their visions to achieve sustainable goals. Thus, some of the modern practices and concepts are;

Researching the most effective recruitment strategies and methods. Ensuring that the firm sources identify and hire the most qualified candidates by the organizational goals and structure is the first and most important practice. Initially, not much emphasis was taken to acquire the right workforce but modern technologies offer a wider variety of recruitment strategies. For instance;

Maximize employee retention, and minimize bad hires.

If a bad hire costs the employer around x amount of money, then losing a good hire is double – that is 2x amount of money. If your company makes just one bad judgment and loses one good employee in a year – you’ll lose 3x the amount of money. It’s a lot of money that could be spent differently.

Case-based recruitment to predict better applicant performance

Case-based screening is a screening tool that allows your candidates to show their potential in practice so that it’s easier for you to determine whether they have the actual skills required for the position – something not so easy to do in a ‘regular’ screening process.

The hardest part of recruitment is to determine which candidates from a big pool are the best choice. Why is that? Well, the answer might be that a great deal of recruitment is still based on resumés and cover letters which don’t seem to be the best indicator of one’s potential. In fact, following the article by [Talents Unlimited](#), the correlation between experience and job performance in the future is only 0.06 on a scale from 0 to 1.

Meanwhile, in contrast, a study by Schmidt & Hunter from 1998 proved the predictive validity of case-based screening combined with the GMA (General Mental Ability Test) to be a whopping 0.63!

The way to go now – is to work on maximizing employee retention and minimizing bad hires. Looking for the right talent is a tough job, so why not focus on keeping the ones you already have? And to make sure you avoid hiring the wrong candidates, start applying the tools that work – such as case-based screening.

Put soft skills into the spotlight

Over the next decade or so the implementation of **automation** and AI, combined with a talent shortage, will transform the workplace specifics even more than they have so far. Machines and the overall automation will bring certain benefits such as **higher productivity**, but they will also contribute to the change of skills required of human employees. What is one thing that (so far!) machines lack, compared to humans? **Soft skills**...!!

For a very long time **hard skills** were considered the most important in any recruitment process – the higher the competencies, the better. But with time it became clearer that while hard skills can be *learned*, **soft skills** must be *earned*, mostly through experience. Shortly – hard skills without soft skills don’t assure success.

In a report from 2017, mentioned in the article by [Torque Business](#), it is estimated that soft skill-based professions will make up at least two-thirds of all jobs by the year 2030. It is, therefore,

logical to assume that it’s time to start adjusting the recruitment approach now and focus on more than degrees

The soft skills that will matter the most in 2022

- Emotional intelligence
- Adaptability & resilience
- Integrity & ethics
- Creativity
- Teamwork

Target Gen Z

Millennials were the ones to see technology grow, but zoomers are the ones that have been immersed in it since they were born, they are digital natives. Hence, to target them successfully, you need to know their technology and get fully online

Gen Z, like any previous or future generation, is characterized by specific values and expectations that need to be considered when attempting to attract them. Not surprisingly, the biggest trait defining Gen Z is undoubtedly technology, and it's through its implementation in the recruitment process that you can become an employer of interest in their eyes.

Generation Z (zoomers) is entering the workforce, it's time to start tailoring your recruitment process to suit them.

Adopt a New Technological trend – Go Digital.!

Be simple – make sure your application process is fully mobile-friendly. The youngest generation considers e-mails to be passé, they grew up with instant messaging and sending quick Snapchat, not novels. The World Bank and African Development Bank report there are 650 million mobile users in Africa, surpassing the number in the United States or Europe. In some African countries, more people have access to a mobile phone than to clean water, a bank account, or electricity.

Now think, most job seekers will search for job offers using smartphones and tablets. Therefore, you should make it possible for them to apply on their phones within a few clicks.

You'll also find that recruiting this generation will require you to post bite-sized content, preferably in a high-quality video format. They'd rather watch a quick video presenting your company than read your career portal.

The year 2022 may be the high time for your company to revamp the website and make it more GenZ/Smart Phone-friendly. It feels like yesterday when Millennials were ready to change the world, but now we need to get ready to welcome another generation. One, that is an absolute must for HR teams to attract, since they will soon make up most of the workforce



Graduate-In-Training (GIT)

Graduate-In-Training (GIT) programs groom potential candidates to fit within certain positions to achieve the objectives and expectations of the firm.

Emphasis on the Work-Life Balance

To achieve a sustainable, efficient, and motivated workforce, there is a need to emphasize a balance between work and personal lifestyle. A dedicated and enthusiastic employee is the one with a charged energy and a clear mind, thus employees should have ample time to spend outside the office with family and friends. This can be achieved through;

Setting flexible working hours and meal breaks enables employees to perform important personal tasks. For example, allowing your employee to work extra or fewer hours in a day in cases of emergencies and later recovering or compensating the time. Also, giving enough meal breaks for comfortability and freedom. Offering some benefits such as transport, lunch or food services to promote punctuality, efficiency and time management hence better work performance.

Empathy.

Modern firms strive to achieve positive work relations with the workforce. Human Resources are adapting to humanity and empathy because it is a great way to show employees that you understand what they are going through and that they are valuable assets to the firm. For example, representative(s) in situations or events like marriage, funerals, or hospitalization.

Team building.

Occasionally treating your employees through treating them to things like short trips, or meals (lunch or dinner) to relax and share other ideas as a team is a modern way to build stronger bonds with employees. Facilitating employment leave occasionally, even when employees are reluctant about it.

Engagement survey

Formulating questionnaires on different work-related issues to confidentially obtain and evaluate employees' opinions on the internal and external working environment to make improvements since it is hard for HR to analyze if employees are motivated and engaged or not.

Encouraging Employee Feedback

Boosting the confidence of employees by encouraging them to speak their mind confidentiality on their feedback It is emphasized in current trends to maintain confidentiality because employees may hide some information for fear of information leaks. For instance, when asked

about relations with supervisors or heads of departments and there is no confidentiality, it is difficult for a worker to be open on the situation of abuse of power, inequality, or any other mistreatment.

Women in leadership

In recent years, there has been an intense emphasis on gender equality in all business sectors. Because women have been undermined for many years, the government ensures that there are endless opportunities for women to attain higher levels of education within the country and even abroad, in both public and private companies. Despite all efforts, HR has the main task of influencing women's leadership and visibility. This will enable a balance in leadership and give chances for women to lead and voice their concerns. This helps to build up lost confidence, and self-esteem, and prepare a well-empowered future for the female base in HR.

HR Automation, Analytics, and Talent Management

This is critical as it influences better decision-making skills, automation, strategic employee feedback, better training, and Talent Development. It is evident that ensuring that all employees are on the same page and also get tasks accomplished efficiently can be tough but gradually through technological advancements, they are becoming doable after the entry of data analytics into HR processes. Automation is a modern way of minimizing repeating similar tasks on a daily or weekly basis, thus helping in effective workflow, focus, and time management.

Critical Performance management

There are various advanced HR management tools to monitor and also evaluate employees' work performance. Such tools have the main goal of creating a conducive environment for employees to utilize their abilities to the maximum in a more effective and efficient to provide the highest quality services. Such tools may include;

- I. Key Performance Indicators (KPI) and Appraising performance
- II. Providing a 360-degree feedback
- III. Reward and Recognition Programs

Current trends require HR to conduct in-depth research on the performance indicators and ways of motivating employees before making decisions on the rewards and/or punishments. For instance, in cases of misconduct or underperformance, HR should provide relevant training for employees to boost their skills and increase work performance and for cases where there is still underperformance among certain employees, the HR should conduct reviews with employees to find out why and how the employee can be assisted. If it persists, HR should give 360- degree feedback to the employee on the legal decision according to the contract.

It is common nowadays for recognizing the best employee basing performance and brainstorm unique ways to honor such contributions. Not only through incentives, or commissions but also by involving the employees in possible ways to reward or recognize them. This makes employees feel appreciated and involved.



Conclusively,

HR is a wide scope of responsibilities and it requires pooled teamwork efforts to achieve the goals and overall objectives of the firm. Constantly updating the software and strategic procedures to match the ongoing trends is necessary to ensure that there are smooth operations of employee activities and decision-making processes for HR, thus achieving competence and success. Rapid changes in recent years have brought about new trends that should be adopted to attract and maintain the right talents, bringing profit to everybody involved. Regardless of what HR and recruitment strategies are trending, the final objective is always the same – building your brand with the right talents in a way that enhances their experience

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