Annotated Bibliography: Human Resource Management

Student’s Name

Institutional Affiliation

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 Oladapo, V. (2014). The impact of talent management on retention. *Journal of business studies quarterly*, *5*(3), 19. <http://citeseerx.ist.psu.edu/viewdoc/download?doi=10.1.1.653.4143&rep=rep1&type=pdf>

Talent Acquisition and Retention: The journal by Oladapo (2014), discusses the effect that talent management strategies have on employee retention. According to the journal, talent acquisition is the concept of attracting, vetting, and recruiting talent to a firm. The study focused on finding how talent management influences retention of employees. American institutions have been finding strategies to replace the over 70 million Baby Boomer workers who are set to retire in the coming decade. The research conducted on American firms found that 69% of the respondents recognized the strategic importance of talent management programs and their contribution to talent retention. The study found that the factors promoting employee retention are: benefits and compensation packages, favorable organizational cultures, balance between work and personal life, opportunities and for growth. The study is relevant to my profession since it helps to understand the strategies to use in attracting and retaining the best talent in an organization.

Lunenburg, F. C. (2011, November). Understanding organizational culture: A key leadership asset. In *National forum of educational administration and supervision journal* (Vol. 29, No. 4, pp. 1-12). <http://www.curriculumandlearning.com/upload/Organizational%20Culture%201_1426304929.pdf>

Maintaining Organizational Culture: The journal article by Lunenburg (2011) discusses the aspect of organizational culture and its impact on the overall performance of the firm. It outlines that the term organizational culture refers to a set of common and shared values, beliefs, and norms within an organization. The journal explains the importance of organizational culture, how culture is inculcated into new employees, and the process of changing an organization’s culture. The article establishes that culture within an organization is built through rites and rituals, communication channels, terminal values among others. Besides, organizational culture is maintained through socialization process among employees through which new hires get to learn about the trends and expected behavior in an organization. The article is relevant to the study of organizational management since it helps the learners understand how organizational culture is maintained. The knowledge will help learners in their future management roles.

Costello, T. (2012). Business continuity: Beyond disaster recovery. *IT Professional*, *14*(5), 64-64. <https://ieeexplore.ieee.org/abstract/document/6320588/>

Business Continuity Plan: The journal article by Costello (2012), discusses the concept of a business continuity plan. The journal sought to establish the importance of a business continuity plan (BCP) and the differences between a BCP and a disaster recovery plan. The study highlights that business continuity plans include components such as threat analysis, the process of declaring a disaster, a structure that establishes the crisis management team, as well as communication channels. The journal is relevant to learners since they can apply the knowledge on businesss continuity plans to their future management duties it prepares learners for future management roles.

Brumma, F. (2016). Telework is work: Navigating the new normal. <https://digitalcommons.ilr.cornell.edu/chrr/89/>

 Remote Working Plan (Telework): The journal article by Brumma (2016) discusses the concept of teleworking and how it affects the operations in organizations. The journal establishes that in 2016, teleworkers accounted for 37% of the U.S. workforce. currently, many employees prefer teleworking since it creates flexibility and work-life balance. Teleworking makes workers better off though it negatively affects teamwork. It requires strong IT infrastructure to implement. The concept is useful to learners since they can relate especially in this time of the COVID-19 pandemic. Many organizations are currently embracing remote working.

Redmond, P., & McGuinness, S. (2020). Who can work from home in Ireland. [https://www.voced.edu.au/content/ngv:86541](https://www.voced.edu.au/content/ngv%3A86541)

Essential Versus Non-Essential Employees: The study by Redmond and McGuinness (2020), highlights the concept of what essential and non-essential workers are. According to the study, essential workers are the crucial staff whose roles have significant impact on the continuity of a business while non-essential employees have less impact on the firms. The study bases its arguments on the current COVID-19 crisis that has led to identifying essential and non-essential workers. noon-essential employees can work remotely and the journal finds that before the COVID-19 crisis, 14% of the workforce in Ireland worked from home. The current crisis has made many workers non-essential. The study helps learners to distinguish between essential and non-essential workers. it will also help us understand where our careers fall.