**MANAGING HUMAN CAPITAL**

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# Introduction

As per the trend which is seen in the working of the Australian culture according to the case study it can be seen that the talent management can be the optimal part which can be directly be related to the factor of talent retention. In most of the cases, it can be seen that training, job design, carrier management, and skills development are core elements, which should be focused on an organization

# Discussion

# Question 1

The area of new services in the context of operation should be including training so that the employee can directly engage in a different section of working which would be optimal in the area of engagement of the working and retention of the talent in the organization.

On the other hand, the sector of the proper orientation of working would be directly affecting future capability, which is linked to the working of the organization (Holland et al., 2007). The competitive gain of the working of the organization is aligned with the proper planning and infrastructure of the organization.

The area of change can be stated to be directly affecting the workplace capability, which is due to the factor that the workplace capability is aligned with the HRD requirement. On the other hand, the working alignment is also done with the need of the customers and the demand of the customers. Hence, in this area, the working area can be considered to be very much important which plays a significant role.

# Question 2

The human resource development area is one of the areas, which plays a significant role in the context of the operation of the organization. The proposition that human resource development is strategic which is also seen in the case study due to the factor that overall working of the organization is dependent on the human resource development area. The employee and the staff in the working of the organization directly, depending on human resource development for operation (Garavan et al., 2016). From the end of the department, it can be stated that different strategy can be incorporated which directly involve incentives structure and proper freedom to the employee so that it can directly reflect on the section of working of the organization.

The main area of strategy working of the HRD linked to the goals of the organization is important due to the factor that it can be related to the success factor of the organization. The author Anderson (2009) in the context of the discussion stated that HRD function alignment is neither strategic nor aligned due to the factor that the strategy of the HRD can be very much changing with the change of the goals and objective of the organization. If the goals of working of the organization changes, it would be directly affecting the factor of the HRD working. It can be considered to be directly aligned with the requirement of the organization and hence its role in the sector is very much crucial.

According to the case study, it can be stated that the HRD should be strategically aligned with the requirement of the organization. This is due to the factor of the manipulation area, which is seen in the context of operation and how it would be directly affecting the future aspect of the working of the organization. The concept of strategical alignment can be beneficial for any business when taking into consideration the long run thinking area.

# Question 3

It can be stated here that the sector of lack of resources can directly hamper the overall working of the organization. In the area, it can be stated that effective talent management can be a problem in the context of operation of the different activity of the organization. In the area, one of the vital steps, which can be incorporated, is the training of the employees. The training of the employee would be directly involved within himself or herself an area of self-confidence, which would be driving the success factor in indulging of the different activity of the organization (Anderson 2009). In the working of the employee, attraction towards a specific area of job can directly help in the engagement factor, which can be beneficial for the long run of the organization and the context of dealing with the different vital activity of the organization.

If an organization does not include the effort which is related to the HRD functions it can directly disrupt the normal functionality of the organization. This is due to the factor that the overall working of the organization is directly dependent on the proper working of the HRD system. The employee areas and its retention are directly included in the sector were the overall goals and objective of the organization can be achieved in a proper and easy manner.

The supply of the new graduates can directly impact the overall working which is seen in the context of operation and in most of the areas it can be considered as a manpower engagement which directly impact each and every task which is conducted within the organization.

# Conclusion

Hence, from the above report it can be stated that the factor of the orientation of working can be considered very much important which directly helps in the sector of reaching of the goals and objective of the organization. In the case study, it is majorly seen that how much the area of HRD is significant in the operational area, which affects the factor of sustainability in the organization.

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