

HUMAN RESOURCES IN LEBANESE ORGANIZATION: REAL STATE, MANAGEMENT AND DEVELOPMENT

Human resource management (HRM or HR) is the strategic approach to the effective management of people in an organization, so that they help the business gain a competitive advantage. HR is primarily focuses on policies and on systems. HR departments are responsible for overseeing employee-benefits design, employee recruitment, training and development, performance appraisal, and rewarding (e.g., managing pay and benefit systems).

In recent years, several business trends have had a significant impact on the broad field of HRM:

- new technologies. These new technologies, particularly in the areas of electronic communication and information dissemination and retrieval (satellite communications, computers and networking systems, and other devices). HRM professionals have had to develop new guidelines of managing employees in new condition of doing business;

- organizational philosophies. Many companies have scrapped or adjusted their traditional, hierarchical organizational structures in favor of flatter management structures. HRM experts note that this shift in responsibility brought with it a need to reassess job descriptions, appraisal systems, and other elements of personnel management;

- accelerating market globalization. This phenomenon has served to increase competition for both customers and jobs. The latter development enabled some businesses to demand higher performances from their employees while holding the line on compensation.

- new management and operational theories like Total Quality Management, rapidly changing demographics, and changes in health insurance and state employment legislation.

Human Resources departments in Lebanon face specific challenges: extreme diversity and mobility of the workforce, high turnover rates, managing employees on multiple locations and projects, Syrian refugees, mismanagement.

Nowadays there is a good solution – a creation and usage a comprehensive electronic human resource management system (HRMS) along with add-on modules designed specifically for every type of business. It includes complete employee records, compliance, payroll, reporting.