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STRATEGY IMPLEMENTATION AND ROLE OF STRATEGIC HUMAN RESOURCE MANAGER. Strategy implementation is an essential step in the strategy management process. This step plans out and puts across the best strategy formulation chosen into action. This in turn leads the organization to achieve the goals set by them.

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Strategy Formulation Process

strategy formulation refers

to the process of choosing

the most appropriate course

of action for the

realization of

organizational goals and

objectives and thereby

achieving the organizational

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Human Resource Strategy provides an overview of the academic and practitioner responses to these and other questions. Applying an integrative framework, the authors review twenty years' worth of empirical and theoretical research in an attempt to reconcile often-conflicting conceptual models and competing empirical results.

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Formulation of your understanding of your business goals and business model can identify potential threats and opportunities in the quantity and quality of human resource required by your organisation.

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An approach to managing human resources, strategic human resource management supports long-term business goals and outcomes with a strategic framework. It focuses on longer-term resourcing issues within the context of an organisation's goals and the evolving nature of work, and informs

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Other HR strategies, such as reward or performance, determining how they are integrated into the overall business strategy.

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Implementations by Human Resources After a decade or so of haphazard evolution, it can probably at last be said that Human Resources, that ambiguous child of marketing and capitalism, has finally gotten his ungainly legs beneath him.

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Implementation -

[CompareHRIS.com](http://CompareHRIS.com)

The Human Resource strategy sets the direction for all the key areas of HR, including hiring, performance appraisal, development, and compensation. The HR strategy is thus a long-term plan that dictates HR practices throughout the organization. An HR strategy has a set of characteristics: It requires an analysis of the organization and the external environment. It takes longer than one year to implement. It shapes the character and direction of Human Resources Management

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Strategy formulation refers to the process of choosing the most appropriate course of action for the realization of organizational goals and objectives and thereby achieving the organizational vision. The process of strategy formulation basically involves six main steps.

*Steps in Strategy*

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## *Formulation Process*

Certain key steps in HR strategy formulation are worth recollecting in this context. • Be clear whether the HR strategy is meant for corporate, unit or functional level strategies. The decision is simple in as much as the same HR strategy shall be relevant for any level strategy. • The next step is to identify the trends in the environment.

## *Strategic Management - Role of HRM*

If strategy formulation tackles the “what” and “why” of the activities of the organization, strategy implementation is all about

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“how” the activities will be carried out, “who” will perform them, “when” and how often will they be performed, and “where” will the activities be conducted.

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