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Patent Search

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Abstract:

ABSTRACT ANALYSIS OF MANAGING HUMAN RESOURCE MANAGEMENT STRESS IN PROJECT BASED ORGANISATION Project based organizations face unique operational human resources challenges due to the nature of their project-based work. In particular, HR management of project based organizations need to address the stress associated with the ever-shifting nature of projects, changing deadlines and pressures of meeting those deadlines, coordinating multidisciplinary teams of personnel within limited constraints, and the ever increasing complexity of projects which requires increased demands on workers. The challenge for HR must begin with understanding the root stress and its implications for efficient and successful project execution. Issues such as workload, informational asymmetry, and professional ambiguity require attention can lead to employee disengagement, decreased morale, and tenure fatigue. With pre-existing stresses can come further costs such as health care, absenteeism and productivity. In order to ensure successful project execution, HR managers have implemented number of strategies including increased communication between employees, managers, flexible working arrangements, team building exercises, performance appraisals, goal setting, and task delegation. All of these strategies have been effective in reducing stress and aligning workers and their goals with that of the project. It is the responsibility of the HR manager to maintain a healthy balance between a project and employee satisfaction. Project based organizations are highly dependent on the performance of their team members, and understanding the individual stressors and how they can be mitigated to create success is essential.

Complete Specification

Description:

FORM 2

THE PATENTS ACT, 1970

(39 of 1970)

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THE PATENT RULES, 2003

Complete Specification

(See section 10 and rule 13)

1. Title of the Invention: ANALYSIS OF MANAGING HUMAN RESOURCE MANAGEMENT STRESS IN PROJECT BASED ORGANISATION

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