

Strategic Hrm Cipd



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Strategic human resource management (strategic HRM) is an approach to managing human resources that supports long-term business goals and outcomes with a strategic framework. The approach focuses on longer-term people issues, matching resources to future needs, and macro-concerns about structure, quality, culture, values and commitment.

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The L&D strategy must reflect and reinforce the approach within the broader HRM strategy and also link with other strategies (for example, reward). Ultimately the L&D strategy has to reflect the overarching business strategy and drive success directly towards that. When developing strategy,...

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HR policies play an important role in supporting such cultures by outlining the responsibilities of both employer and employee in the employment relationship. They can impact on employee motivation, organisation reputation and the ability to attract and retain talent.

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