

How does the implementation of TQM principles impact the overall performance and effectiveness of HR functions?

Aspect of HR Function	Impact of TQM Implementation	Examples of TQM-Driven HR Initiatives
Strategic Alignment	Ensures all HR processes support organizational vision for quality improvement and customer satisfaction.	Developing HR policies that reinforce quality objectives, aligning recruitment to strategic goals.
Culture Development	Embeds a quality-centric culture organization-wide.	Launching internal branding campaigns and conducting workshops on quality awareness.
Recruitment & Selection	Attracts candidates with competencies crucial for TQM success.	Behavioral-based interviewing and assessments for teamwork and process improvement skills.
Performance Management	Revises appraisal systems to be metrics-based focusing on quality improvements.	Introducing 360-degree reviews and continuous feedback mechanisms.
Training & Development	Promotes continuous education to enhance employees' quality management capabilities.	Designing upskill programs around innovative thinking and quality process understanding.
Employee Empowerment	Encourages employee decision-making and actions towards quality improvement.	Establishing quality circles, suggestion systems, and participative management practices.
Internal Communications	Ensures smooth flow of information about TQM processes and changes.	Regular newsletters, intranet updates, and company-wide meetings on TQM progress.

Qualitydriven Designs 36 Activities To Reinforce Tqm Concepts

F Rizvi



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