

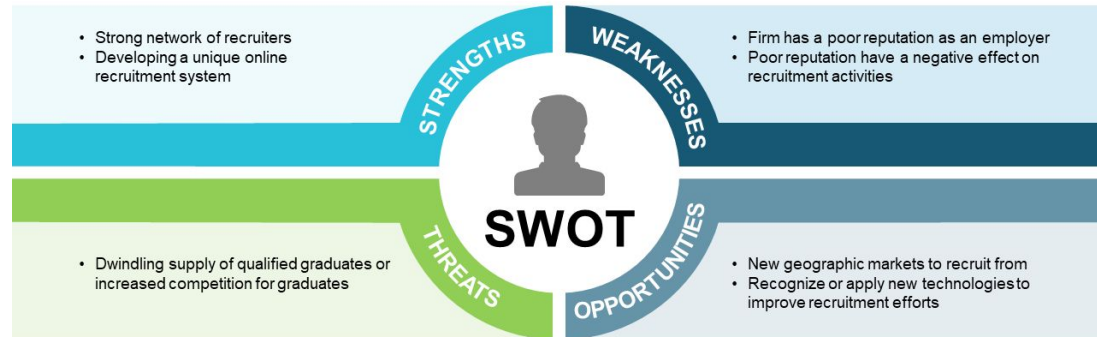
SWOT analysis



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- Discovering internal and external factors affecting human resources at your company through a **HR SWOT analysis** enables the team to design long-term strategies with a focus on workforce planning and development.
- One can assess internal and external factors that have a big impact on HR goals and functions by using a SWOT analysis.

HR SWOT Analysis for Human Resource Practises



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Hypothesis Testing cases in HR :

- To systematically assess how confident one is in the outcome of a statistical investigation, hypothesis testing is used.
- The purpose of this experiment is to compare the incomes of a random sample of employee pairs.

HR SWOT Graphics for Hypothesis Testing Cases



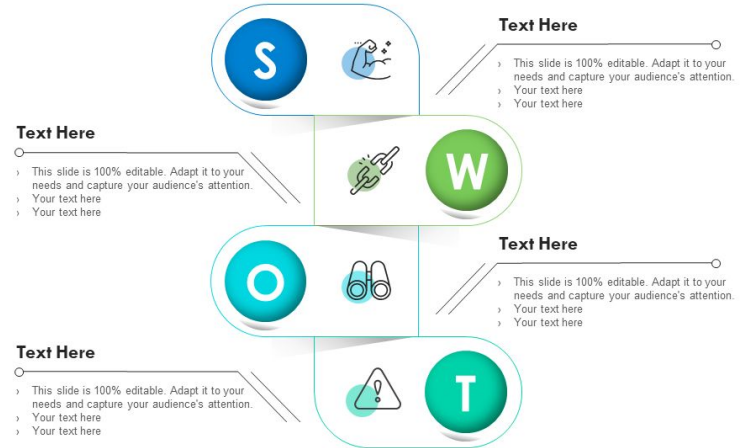
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Categorical Probability Distribution in HR :

- A discrete probability distribution known as a categorical distribution defines the likelihood that a random variable will have a value that falls into one of K categories.
- Where each category has a corresponding probability.

HR SWOT Diagram for Categorical Probability Distribution

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Components of effective HRM and recruitment strategies:

- Create a trustworthy employer brand.
- Post jobs that are representative of your business.
- Activate social media.
- Purchase a candidate tracking system.

HR SWOT Analysis for Better Recruitment Strategy

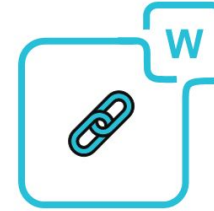
Strengths

- Low salary/benefit overhead
- Quick decision making
- Quick to respond to changes



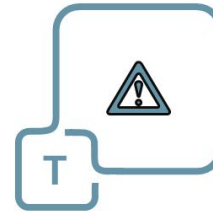
Weaknesses

- High existing workload
- Non existent project planning
- Lack of expertise in some areas



Threats

- Low level of loyalty of contractors
- High cost of training investment
- Text here



Opportunities

- New geographic markets to recruit from or new technologies to improve recruitment efforts
- Weak of competition



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- A statistical technique called **Discriminant function analysis (DFA)** categorises unidentified people and determines the likelihood that they will be placed in one of many groups .
- The sample for the characteristic is assumed to have a normally distributed distribution for the purposes of discriminant function analysis.

HR SWOT Infographic for Discriminant Function Analysis Case

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FAQs

Why do we require SWOT analysis in HR?

- A SWOT analysis in HR can assist one in developing hiring and other strategies to meet short-term HR objectives, such as creating a more motivated, effective, and productive team.
- It can also assist you in achieving your long-term objectives, such as creating an elite staff or emerging as an employer of choice.

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What are the benefits of HR SWOT Analysis?

- Strong employer branding
- Competitive compensation package

What are the weaknesses of HR SWOT Analysis?

- Limited resources
- High employee turnover

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What are the different types of recruitment strategy approaches?

The four methods of international hiring are :

- Regiocentric
- Polycentric
- Ethnocentric
- Global

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