

Introduction of modern methods of human resources management into the practice of court functioning

Purpose

Effective use of HR elements for effective implementation of innovations, efficient functioning of staff, as well as diagnosing personal threats and responding appropriately.

Assumptions

1. Human resources management in courts is limited to human resources administration
2. The introduction of innovative solutions is associated with the need to obtain the approval (and at least acceptance) of employees at all levels
3. In order to diagnose and solve problems when introducing changes, it is necessary to use a number of modern solutions in the field of HR
4. In a modern organization, it is necessary to plan the personal development of employees – this function is not fulfilled by human resources administration
5. The introduction of new rules of human resources management forces a change in the functioning of the court administration – it is necessary to be aware of the need for changes at the managerial level

Create a tool

1. Changing the way human resources are managed must start with providing the court's management with HRM knowledge
2. Creating a team responsible for developing HR policy in court (most often it will be necessary to create a position of a ds.HR specialist)
3. Separation of responsibilities for the individual programmes that will be implemented
4. Providing reliable information about additional obligations and benefits of changes for employees
5. Developing standards for responding to crisis situations (e.g. related to the lack of acceptance of change)
6. Creating rules for planning and reporting HR activities in court

Description of the functioning of the practice

1. The division of tasks between the units responsible for HR should include at least development activities (including training), ongoing response to personal problems, motivation, financial management in relation to HR, as well as activities in the field of introducing changes
2. In this approach, HRM becomes a tool supporting other management processes in court
3. It is necessary to assign HR a role that mitigates personal conflicts and at the same time a channel for conveying important information to the organization's management
4. All the above-mentioned HR tasks should be carried out simultaneously with the research on the perception of their functioning by employees

Benefits

1. Enabling employees to develop according to clearly defined rules increases job satisfaction and improves the quality of staff
2. Continuous investigation of potential personal threats, their early identification and prevention
3. Introducing reform measures combined with HR support brings better results
4. Greater involvement of the organization in the examination of the employee's situation enables making informed personnel decisions
5. The functioning of modern HR in court allows for the justified use of both positive motivation tools (such as rewards) and the use of solutions that solve personal problems related to efficiency and performance evaluation (e.g. changing notice)

Cost of implementation

1. Cost of creating an HR position
2. Cost of training the implementation team
3. Labor cost related to the need to complete HR-related tasks (for example, filling out surveys during working time)

Other necessary expenditures/activities

1. The need for the President of the Court to issue appropriate orders
2. The need to have a person with HRM skills in the human resources
3. The effect of this good practice may depend on the introduction of other tools included in this publication