



## **Why businesses require Human Resources?**

Through recent years, business has had to endure difficult and challenging times regardless of the size and sector of the organisation. The economic climate has forced organisations to rethink the totality of expenditure and costs including that of the workforce to meet the changing demands during this time. Equally the latest figures for 2009/10 show a 56% increase on the previous year's Tribunal claims, which are the highest level on record and presents potentially additional costs for businesses.

Whilst the facts that are being presented are significant and damning, they are also uninspiring for the future of business. Therefore, the question has to be asked, 'is this a fair portrayal of the holistic picture of the future for business and enterprise?'

Although the statistics for tribunal claims are at the highest levels on record, the market for jobseekers has also meant that for any employee faced with the prospect of losing their job at a time when redundancy rates are high, taking a claim to a tribunal would appear a viable option. Considering the climate for jobseekers during a recession, it is generally anticipated that the amount of tribunal claims would increase. Additionally, the removal of multiple claims against the same employer shows an increase of only 14% as opposed to 56%.

Equally, the economic down-turn has forced business to move outside the initial comfort zones and into an unfamiliar territory of unprecedented change. Whilst change can be daunting and have negative impacts on employees and businesses, it also presents realistic opportunities. Organisations are being forced to look internally at their processes and why they do what they do and spend what they spend? It's easy to fall into a trap of following the same processes, merely because that is the way your business has always operated.

Businesses are making more commercial decisions, whether it's to settle tribunal claims, before incurring expensive legal costs or adjust the organisational structure to meet the business and market needs.

Markham HR is a progressive business partnering organisation that understands companies require answers and support. When organisations are making such significant commercial decisions, it's important to have a business partner who cares about your future success as much as you.

Every business has aspirations and it is recognised that ensuring only the best talent, with drive and commitment to your organisation and maintaining an engaged workforce are essential in achieving these. With Markham HR, the sky is the limit and together we can provide the inspiration in achieving the future aspirations.

To enquire about a free consultation, please email [enquiries@markhamhr.co.uk](mailto:enquiries@markhamhr.co.uk) or contact (023) 9229 6461.