

# The Justice Garden Consulting Firm

By: Jason Justice

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# Outline

- My company is dedicated to serving the Greater Monroe area and we strive towards providing our customers, employees, and affiliates with the best experience.
- The consultant, which is me, is pictured in the next slide. To the right is the HR manager, John Darren.
- The next slide outlines the organizational structure and design of the company.
- The 7th slide goes into detail about Cross-Functional teams and why they are the best choice for this company.
- The 8th and 9th slides delve into the HR concepts and the Fair Labor Standards Act, which affect how the firm is run and what rights the workers have.
- A Thank You



# Justice Garden Consulting Firm(JGCF)

At JGCF, we design and manufacture the quality garden tools. Our customers include hardware stores and garden centers across America.

## Our Mission:

To produce the highest quality garden equipment made in America at reasonable prices for all Americans.



# #1: Your Firm



**Jason Justice**

Human Resource Consultant

The Justice Garden Consulting  
Firm



**John Darren**

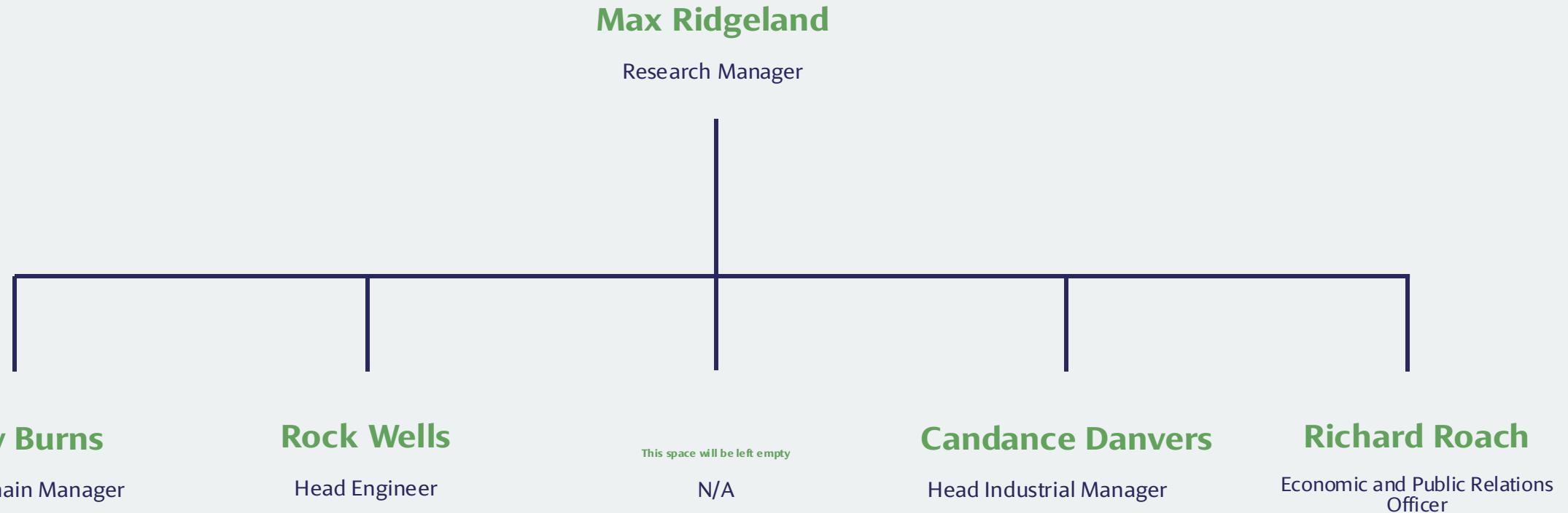
HR Manager

# #2 Organizational Structure & Design

Monroe Garden Equipment creates high quality products. These products will be improved, tested, and refined through **Process Departmentalization**.

- I will focus on the creation of products that will provide our consumers and employees with better products than that of our competition.
  - Departments of the manufacturing process:
- Research Wing: The Researcher does research on different types of production methods and determines what materials will be needed to produce the best models.
- Head Industrial Manager: The Industrial Manager oversees the industry that is needed to produce capital and other goods for the company.
  - Supply chain manager: The supply chain manager ensures production and supplies are running smoothly and on schedule.
- Economic and Public relations officer: The officer supervises economic matters within the company and public relations within the community.
- Head Engineer: The Head Engineer oversees all the engineers of the company and ensures that all models meet the required standards.

# Organization chart – Process Departmentalization



# #3 Teams (or Groups)

My recommendation is for JGCF to use: Cross-functional Teams

By choosing cross-functional teams, my firm will have teams that will collaborate and fix problems related to production, management, and costs.

- Cross functional teams can increase efficiency by allowing one project to be passed off to another part of the team, instead of having to find another different team for a specific task.

Cross-functional teams allow for greater innovation by promoting the spread of ideas. Lone-wolf teams may focus only on their primary objectives and forget to collaborate.

- Finally, Cross-functional teams are the best candidates to get jobs done quickly, especially in the case of this firm where we will need people in charge of design and manufacturing.
- Overall, Cross-Functional Teams will lower costs, improve the productivity of employees, and allow for the collaboration and spread of ideas and their implementation.

# #4 Two HR Concepts

## Training and Development

- One of the key aspects of training and development is engagement. Our employees will not only need to be acquainted with their job, but they will also need to be actively engaged in it, especially as they are designing and making garden equipment.
- Safety training will take place once a week, with an emphasis on using the manufacturing tools safely and procedures being explained.
- Part of the training will be structured on the internet, where employees will train in their respective field, such as a field for pest problems affecting plants.
- There will be microlearning videos that the employee can access in their own time.

## Employee Recruitment

- We will reach out to organizations, universities, and possibly other firms so we have access to specialists in different fields.
  - We will spend finances on a brand that will be posted throughout Monroe, thereby attracting potential employees.
  - Hosting meetups will help to attract interested people who may be eligible to be hired for a position.
  - Using data to track what recruitment tactics work best will determine which ones we should utilize the most.
  - Creating a careers page will help interested people to learn more about the firm.

# Fair Labor Standards Act (1938)



Pay minimum wage  
and restrict child  
labor

Avoid employing minors for any position in the firm and ensure that a minimum wage is doled out, as well as overtime pay.



Review Company  
Edicts

Peruse the Company handbook that details its laws, procedures, and legal standing.

# Outside source accessed:

What is employee training and development?: ATD. Main. (n.d.). <https://www.td.org/talent-development-glossary-terms/what-is-employee-training-and-development#:~:text=Training%20is%20a%20formal%20process,for%20new%20directions%20or%20responsibilities>.

# Thank you

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