

# CIPD level 3 HR practice part A

---

**Student Name:**

**Student ID:**

**Date of Submission:**

## Discussion

- 1) Halliburton works in collaboration with the solutions of engineering to extend the asset worth of their customers. The mission that is stated by the organization clearly describes about the activities that are conducted by the company. And display to the market about their worth and their values, according to Halliburton the values are a part of their foundations which have given the image of what they are today.

The mission of the company is to attain advanced growth and revenues for the shareholders by providing the advantage of efficient technology and services that assist in recovering and capitalize on production for their customers ( Mittal, & Groening, 2016).

- 2) According to the reports from 2017 the size of the company in terms of total employees are 55,000 and they provide their services internationally to more than fifty countries

Furthermore the company provides many products and services as part of their operations. One of the most popular attained is drilling, in this product they are able to provide programs for drilling that increases the recovery along with lowering the cost of utilizing the non productive time. A service which they provide is the controlling of sand, this assists in providing solutions for challenges that might be faced while handling operations of sand. The company is able to provide and extensive analysis of the reservoir and the conditions of well, and accordingly they are able to design and choose the best possible fluid system for the equipments and the wells.

Another service that they are able to provide to their customers is their solutions to the deep water challenges that might be faced (French, 2018). By designing the deep water reservoir they are able to give advantage of lower costs, increment in the efficiency of productions, decrease the concerns for reliability through the quality of services provided by the company. Since Halliburton is a multinational company that provides their products and services worldwide, they

have many leading customers as part of their operations which also include companies such as Chevron and Exxon Mobil Corporation.

- 3) The external factors that affect the organisation in a political aspect is a risk of military invasion towards the operations, the legal prospectus for agreement enforcement, furthermore the tax rates and the incentives which they would be receiving. In terms of economic aspects the major impact is the economic procedures and stability of economy in the countries in which the operations is taking place. The other most important aspect that will affect externally is the education level present in the country of operations. Furthermore the level of expertise is also in count that is available in the oil and gas field. Inflation and interest rates also affect the company externally. Social impacts that affect the company externally are the difference in the cultural values, and the variances in the leisure interests since the company provides with many benefits, these might also differ from country to country depending upon on what they would be able to provide to their employees. Since the technology is changing rapidly, in order to keep the technology up to date the equipment and different software's for designing and reading the analysis maybe costly. In addition the environmental aspects could directly affect the operations of the company, the major impact is through the weather, and furthermore the laws that are imposed towards the pollution in the environment could also act a major barrier. The legal factors that affect the company are the employment laws, protection of e-commerce and the consumers and the protection of data.



- 4) The organisational structure of Halliburton is in a hierarchy format that goes from top to bottom, after the board of directors the senior management report directly to the CEO of the company followed by the other departments that report directly to executive of the department (Halliburton. 2018). The CFO is in charge of all the financial activities of the business, the Admin and the HR department are in control of handling the internal procedures of the business, also the legal secretary is accountable for all the legal matters regarding the company, the business division and the marketing department is involved in promoting the company and attracting more investors and vendors.
- 5) These departments work in collaboration with each other to make sure that work is conducted efficiently and operations are successful. First and foremost a budget is provided to the HR and marketing department so they are able to manage the expenses accordingly, furthermore the legal and secretary department is in collaboration with the eastern and western hemisphere departments that would provide the current legal activities and news which would be applicable towards the operations. All the departments are interlinked with each other and the success of the operations are dependent on the performance and flexibility of each department, since they are a multinational company all departments play a key role and give a part of their contribution towards the operations.
- 6) The internal culture environment of the organisation is effective in terms providing benefits to its employees without causes of discrimination in between males, female and employees belonging from different cultures and different religions (Capital, 2019). In order to develop a healthy working environment Halliburton has established employee

resource groups to further give empowerment to their employees. a part of this group is Women Sharing Excellence- this network helps to empower and further develop the skills of women to make them competent to be working in a competing environment. Halliburton African American network forum gives the employees from a diverse environment to work and collaborate in the different working environments, and to support these differences. In addition Halliburton believes in constant training of their employees to cater the demands from the market. The company engages their employees in various training programs to enhance and develop their skills and given them chances for development and growth within the working environment. Another program in which the employees are a part of is the talent management. Since the company believes that every individual has a different talent that must be acknowledged. Thus there is ongoing analysis, observation and assessment of skills and competence of employees at Halliburton.

## References

Capital, G. (2019). Halliburton Company.

French, C. C. (2018). English Justice for an American Company. *Tex. L. Rev. Online*, 97, 1.

Halliburton. (2018). 2018 Annual & Sustainability Report. 2018 Annual & Sustainability Report (pp. 1–58).

Mittal, V., & Groening, C. (2016). Do Oilfield-Services Companies Strategically Manage Customers and Employees? Halliburton, National Oilwell Varco, and Schlumberger. Halliburton, National Oilwell Varco, and Schlumberger (March 28, 2016).