One of the potential causes for the problem of effectively handling human resources is the situational problem that is caused when the resources must be handled in a manner that is adaptive to the ever-changing circumstances that are faced by organizations that are seeking to maximize efficiency and effectiveness in the handling of human resources. The situational causes for the problem of effectively handling human resources, are causes that are not easily fore casted, due to the fact that differing internal variables, as well as external variables, affect an organization in a manner that makes it pertinent that human resource management personnel can effectively adapt their manner of handling human resources, within a very short period of time. Due to the fact that changing circumstances and situations affect organizations in many different ways, it requires a great deal of analytical skill and expertise for human resource personnel to be able to effectively handle human resources under these conditions, by placing the right individuals in the right roles at the right times. The fluid nature of situational change within an organization also increases the difficulty of being able to effectively manage human resources, when the amount of supporting resources for personnel is also inconstant and unreliable. A great deal of diligence, patience, and determination, is required in order for human resource management personnel to be able to effectively handle human resources in response to fluidly changing situations, in a manner that is in the best interest of increasing the profitability of the organization overall. I would go about assessing the situational causes of the problem of effectively handling human resources, by analyzing the intensity of the change calls by internal and/or external environmental variables, and making a statistical prediction as to the effect that these changes will have on the organization's operational paradigm, in the context of a specific organization, which in this case would be a correctional facility.

Another potential cause for the problem of effectively handling human resources is the problem of handling human resources in a manner that helps them to correlate with the overall mission of the organization. The mission related cause for the problem of effectively handling human resources is caused, due to the fact that human resource management must effectively tailor their operational methodology in the handling of personnel within an organization, in a manner that is commensurate with the facilitation of the completion of the overall mission of the organization. A difficulty arises in completing this task, when the mission of the organization as ever-changing due to the need for the organization to adapt to the fluidly changing conditions of their internal and external environment. As the mission of the organization changes, so does the methodology by which human resources is effectively managed, organized, and distributed, throughout the organization. If there is no coordination between the personnel distribution throughout the organization, and the overall mission of the organization, then the efficiency and effectiveness of the organization in achieving its goals will be severely hindered. It takes an earnest and determined effort by human resource management personnel to ensure that the manner, by which they manage and distribute pertinent personnel members throughout an organization, stays in line with the mission of the organization as a whole. I would go about assessing this cause, by analyzing how effective the distribution of pertinent personnel within an organization is in helping the organization to achieve its overall mission, and if there is a decline in the effectiveness of human resources in fulfilling its role in the completion of the organization's mission, which in this case will refer a correctional facility providing for the custody and security of inmates, and any pertinent changes will be made if necessary.

Another potential cause for the problem of effectively handling human resources is the problem of effectively executing a human resource management plan in a manner that is commensurate with the completion and attainment of organizational objectives. One of the reasons that executing a human resource management plan is so difficult, is due to the fact that it requires a great deal of coordination between nearly every department of an organization, in order to effectively implement a human resource management plan that will serve for the greater good of the entire organization. It is quite different to coordinate the execution of a human resource management plan, due to the fact that all players that will be responsible for helping to implement and execute the plan, must be provided with the information that is necessary for them to develop the keen understanding of what is expected of them in the implementation effort. In addition, all of individuals that are involved with the implementation of the human resource management plan, must also be carefully monitored in order to ensure that they are carrying out their duties in the most efficient and effective manner possible, which is crucial to the efficient implementation of an human resource management plan. Executing a human resource management plan in an expeditious manner requires a great deal of proactive planning by human resource management personnel, and this planning must also be highly detailed and precise in its methodology. Imprecise planning will lead to an imprecise execution of the overall plan, which would be highly detrimental to the efficiency and effectiveness of the execution of this plan. I would go about assessing this execution problem within a correctional facility, by analyzing how expeditious and efficient human resource personnel and other personnel within the facility are at implementing and executing a plan, by which to manage correctional officers and other personnel.