



## THE IMPORTANCE OF HUMAN RESOURCES

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### ABSTRACT

Human Resources as a department is responsible for directing the functions of an organisation. Within HR, you have departments and functions like payroll, benefits, compensation, talent acquisition, training and development, and employee relations.

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The relationship between the organisation and its employees, and between employees, is highly dependent on the HR. From management and conflict resolution to health and safety, to legal compliance and budgets, everything falls within the responsibilities of the HR department of an organisation. Day to day Human Resource is very important for the organisation to get more powerful and develop itself to meet the standards and attain success.

An HR professional holding a management position is often in charge of recruiting, hiring, and training new employees. This means the HR team is responsible for finding candidates who meet the necessary qualifications for specified positions and fully vetting a company's hires.

Human resource managers are also expected to embrace and promote diversity among staff, orient team members to their new work environment, and ensure healthy interactions between employees and organizational leadership.

But what does a human resource manager do exactly when it comes to hiring and training? Some of the most common tasks for this type of HR manager may include:

- Conducting interviews and reading resumes
- Performing background checks on applicants
- Overseeing or leading training procedures
- Implementing new training techniques
- Writing job descriptions, posting job listings, and recruiting potential candidates





- Making a good impression on behalf of the company (HR is usually the first department candidates will meet)

The HR department works with organizational leadership to help manage risk and compliance. Human resource managers should be well-versed in business law, ethics, statistics, and problem-solving in order to help manage their company's risk.

Here are some important reasons of HR:

**Key role in development** - Human Resources plays a key role in developing, reinforcing and changing the culture of an organisation. People as HR are important because they can make the best uses of their intellectual nature to create more resources by applying knowledge, skills and technology. Improving the quality of people's skills so that they are able to create more resources is known as Human Resources Development.

**Sustainability to an organisation** - There are many different types of companies that operate in the world and also compete against each other to gain competitive advantage and to also become sustainable. Sustainability is the main part that can be influenced and encouraged to reach the organisational goal. To reach the goal of the organisation, HR plays an important role to help people run the business and create a good business environment for smooth functioning.

**The invisible backbone of an organization** - Human Resources is a part of all our businesses whether it is just you working or whether it is 5000 people working. Human Resources are important because it sets up the structure of your organisation. It decides whether or not your business is going to survive. It is vitally important for an organisation because it gives us clarity, content and consistency which allows us to have great companies.

**Job Design** - This part of HR management is also important to an organisation because job design involves deciding what employees will do on a day to day basis. They also look out how jobs are interconnected. Managers may design similar jobs in different ways at different companies because no one design solution fits all. They decide the simplicity or complexity of a task and how many tasks can employees perform and how much flexibility should be provided to the employees and how they carry out all those tasks.





**Administration** - Administrative role of HR management of an organisation involves processing information and record keeping. This role has given HR management in some organisations the reputation of being staffed by people who primarily tell managers and employees what can not be done usually because of some policy or problem in the past. If limited to the administrative role, HR staff members are often clerical and lower-level administrative aids to the organisation.

**Operational role** - The operational role requires the HR function to cooperate with various managers and identify as well as implement needed programs and policies in the organisation. Operational activities are operational in nature because they affect how the work gets done. Compliance with equal opportunity and other laws ensures employment applications are processed and current openings are filled through interviews, supervisors are trained, safety problems are resolved.

**Strategic role** - This is also a very important reason HR is important to an organisation because the strategic role for HR involves addressing business realities. It also involves focusing on future business requirements and understanding how the management of human capital fits into the organisation's plans. HR managers are increasingly being seen as strategic contributors to the success of organisations. HR is involved in devising and implementing the organisational strategy to reach the goal. The employee lifecycle is governed by employment legislation, stages of the recruitment process, employment contracts, pay, benefits, conduct and capability. HR considers these factors and puts them into policies so that they are easily accessible for managers and employees.

**Budget management** - All functions within an organisation will have a budget attached to it. The one allocated for HR would include expenditure items such as recruitment, training, pay, reward, payroll costs. The recruitment costs would be things such as cost per head to recruit the agency costs that may be incurred as well as costs associated with advertising jobs on job boards. They are continuously looking for ways to reduce costs of all types including financial, operational, equipment and labor expenses.

**Performance management** - It is a process of continuous feedback and communication between the manager and the employees to ensure the achievement of goals and objectives of the organisation. Planning, monitoring, developing, rating and rewarding are the steps included in performance management. Effective





performance management helps employees understand how to continually improve using employee development activities to improve current and future performance. Recruitment - Understanding how satisfied employees are within their experience of their job role, their team management and within the organisation. It helps an organisation to understand whether what they are doing is working or whether it needs to adjust. Employee relationship includes Labor law and relations, employee's health and safety, conflict management, quality of work-life and counselling, which needs to be managed by HR. Recruiting the right person for any position in a company is utmost important. At the end of the day, they are free divers for any business success. HR needs to examine their recruitment tools, software's, employee management strategies. They also provide training and education to the talented candidate so that they acquire much-needed skills. They gather a qualified pool of potential employees with a clear understanding of the competencies needed to succeed.

Advisory role - HR guides line managers in problems like distribution of overtime work, the annual increase in pay, transfer and promotions because HR is aware of personal policies, labour laws, labour agreements. This is also one of the reasons HR is important to an organisation where employees will come with different queries, concerns and situations and the HR department need to come up and proceed all of these to keep up with the collective agreement. They play the advisory role at both the top-level management as well as departmental level.

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