



THE MOST IMPORTANCES OF HUMAN RESOURCES IN ORGANIZATIONS

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ABSTRACT

Positive business culture is no longer a nice-to-have. It drives employee engagement, job satisfaction and staff retention, and it defines business success. HR plays a key role in developing, reinforcing and changing the culture of an organization. Pay, performance management, training and development, recruitment and on boarding and reinforcing the values of the business are all essential elements of business culture covered by HR.

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Human Resources as a department is responsible for directing the functions of an organization. Within HR, you have departments and functions like payroll, benefits, compensation, talent acquisition, training and development, and employee relations. All of those departments make a vast umbrella of Human Resources. The importance of HR is ultimately to add value to the organization and minimize risk. When a business has valuable, rare and unique human resources, it will always have a competitive advantage over other similar organizations. Many high-functioning organizations now know that their success depends on the knowledge and skills of their employees, which is their human capital.

The relationship between the organization 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 organization. Day to day Human Resource is very important for the organization to get more powerful and develop itself to meet the standards and attain success.

Human Resources plays a key role in developing, reinforcing and changing the culture of an organization. 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.

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 organizational goal. To reach the goal of the organization, HR plays an important role to help people run the business and create a good business environment for smooth functioning.

Work design, Workforce planning, managing employee competencies and encouraging the right employee attitudes and behaviours must align with each other to be effective. If an organization's goal is to help customers and reach a global audience then HR would look at the best strategic business practices to create the best environment for the achievement of these objectives. HR looks to align the strategy and practice to enable the best people that fit the role. For sales and marketing, their passion and work goes into targeting and securing potential customers and for HR, passion and work goes into targeting and securing potential employees.

This is also a very important reason HR is important to an organization 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 organization's plans. HR managers are increasingly being seen as strategic contributors to the success of organizations. HR is involved in devising and implementing the organizational strategy to reach the goal.

The general data protection regulations make it mandatory for data to be stored and shared for its intended purposes only. Breaches to this could implicate the company. HR doesn't hold customer data but HR does hold employee data because information such as diversity and contracts of employment has to be responsibly managed. They provide solutions that are used for data entry, data tracking and data management of an organization's people.

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 organization 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.

It is possible to find a human resource department in almost all the organizations out there in the world. In fact, the human resource department has the potential to manage the most important and valuable resources of an organization. Without a proper functioning human resource department, a company would fail to achieve a high level of efficiency and workforce management.

The role played by human resources within an organization:





- **Recruitment** – The recruitment of new employees can contribute towards the longevity of any business. The human resources department has a clear understanding about the available vacancies within an organization and it takes necessary measures in order to fill up those vacancies. Recruiting new employees is a lengthy process. It is associated with advertising new job postings, sourcing potential candidates, screening the applicants, conducting interviews in the preliminary stage and coordinating with the managers who are responsible for making the final decision.
 - **Establishing relationships with employees** – The HR department is responsible for maintaining relationships with employees in a unionized work environment. It also focuses on strengthening the relationships among employees. As a result, the HR department is in a position to resolve all sorts of conflicts that arise within the organization.
 - **Ensuring the safety of employees** – It is extremely important for all the organizations to pay special attention towards workplace safety. The HR department takes necessary measures in order to create a safe working environment for the employees. It is also responsible for reporting injuries that take place within the organization to higher management.
 - **Offering benefits and compensation to the employees** – Compensation and the benefits that should be given to the employees is handled by one of the specialists in HR department. That person evaluates the competitive pay practices as well.
 - **Training and development** – All the employees within an organization should be provided with a proper training. It is the human resources department that is responsible for offering proper training and development for all the employees. Most of the HR departments out there in the world tend to offer professional development and leadership training for the employees in addition to extensive orientation training. It will help the employees to adapt accordingly to the organizational culture and perform with their maximum potential towards its development.
- Employing a dedicated HR professional isn't a luxury for SMEs, it's essential. It's common for entrepreneurs to start out their business wearing the HR hat but looking after HR and the complexities of employment law isn't effective time management, and it's costly for the business when something goes wrong.
- Outsourcing your HR needs or hiring a part-time HR manager, lets business leaders concentrate on growing their business. Having someone to look after employee-related matters, from absence management through to parental leave policies and beyond, will keep your business compliant and your employees more engaged.





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