H R- Case study

Student’s Name

**PART 1:**

1.) Human Resource (HR) is described as the process of selecting, recruiting of employees. It involves providing, orientation and imparting training and developing the skills of workers. According to Osibanjo & Osibanjo (2012), HR is the process which involves several activities to build a skilled and experience workforce which can deliver optimum services to an organization. HR professionals conduct appraisal performance of employees, deciding on the rare of compensation, provide benefits and motivate employees to improve performance of workers. As stated by Itika (2011), the HR ensures that an organization realign its operation accordance to the labor laws both international and local.

2.) Taking HR course equip students with knowledge and skills related to employees management. Taking Human Resource course provides understanding on how to conduct appraisal or evaluation of employees. It also provides knowledge and skills on how to conduct recruiting and selection of employees, and realignment of the workforce to meet the demand of a company.

3.) The two comments which can impact the reputation of HR department can either b positive or negative comments such as biases when conducting recruitment, and racial comments. Praising the human resource department can also positively impact the department. However, in most cases negative comments destroys the department and therefore, human resource professionals usually adhere to the code of conduct to avoid such negative comments from other people outside the department.

PART II

1.) The article illustrates the legislation passed by the state of California which forces companies such as Uber to treat contract workers as employees. The article discusses the terms of employees proposed and the penalty for failure to comply with the new regulations. The article states that the bill requires all the companies to provide terms of employees to all workers and all employees to be treated equal. This did away with casual workers term and put all employees to have the same term of employments (Conger & Noam, 2019).

2.) The article is related to HR because it discusses employees’ benefits and term of contracts for contract workers. In California contract workers are not regarded as employees by companies like Uber. However, by passing the legislation, all contract workers within the state of California become employees of their respective companies. Second, the article discusses the labor law operational within the state of California. By enacting the landmark bill passed by the state of California the labor law will be changed and this automatically affect employment contracts and other form of benefits receive by contract workers. This means that all contract workers will automatically start to receive benefits earned by employees.

3.) The article illustrates terms of employees which is found in the HR. In the article it is illustrated that contract workers terms and the mode of employment should be used by all companies. It also states how the law is applicable across the state to ensure that workers earned good benefits.

# References

Conger, K., & Noam, S. (2019). California Passes Landmark Bill to Remake Gig Econ. *https://www.nytimes.com/2019/09/11/technology/california-gig-economy-bill.html?action=click&module=Top%20Stories&pgtype=Homepage* , 2-15.

Itika, J. (2011). Fundamentals of human resource management. *https://openaccess.leidenuniv.nl › handle › ASC-075287668-3030-01* , 1-10.

Osibanjo, O. A., & Osibanjo, A. O. (2012). Human Resource Management: Theory and Practice. *https://www.researchgate.net/publication/305954894\_Human\_Resource\_Management\_Theory\_and\_Practice* , 1-25.