Why We Hate HR

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The HR department of any organisation plays a key role by serving as a messenger and much of the good they do is done in private e.g. HR covers all the valid concerns of the company and the employees on a daily basis. The reason why HR is hated by the employees is lack of knowledge about the role of HR in the workplace. Based on my experience, I would agree to Hammond’s arguments to some extent as he highlighted some meetings points at Yahoo in favor of HR. It’s a fact that an organization cannot function without HR at all. The chief people officer, Libby Sartain of Yahoo not only gave out the strong message to the whole organization, but also emphasized the duties of the HR personnel, and that HR is solely responsible not only for shuffling papers but also for the largest investment that is made for the organization. If the HR department is not fostering that investment, they are simply not doing their jobs right.

In my opinion HR, itself is responsible for not reaching its full potential and the problem is their lack of focus on five critical areas. Firstly, they need to define and align the organisation purpose. Secondly, they need to recruit the best talent not by creating false marketing and misconceptions but must sell employee value proposition (EVP) that is true (Caligiuri & Stroh,1995). Secondly, the HR personnel must work on their strengths in order to do their best and bring results that are aligned to organizations goals for sustainability.

After reading both articles, I think the organization I work in should consider outsourcing HR roles and functions because the only benefit an organisation gets out of outsourcing is in their costs and time efficiencies (Switser,1997). Hence, the money and time on employee management are better spent by this practice so that the business stays dedicated to its core functions.

# References

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