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Instructor Name

Course Number

Date

Discussion 11

To any organization, a good HR department is critical, especially if that organization is actively employee-oriented. HRM is key to any productive workplace, one that needs its employees to stay engaged and energized throughout the day (Kaufman). Not only does it keep the train running on time, but it also monitors the company culture. It manages the overall talent management processes, which also includes performance management by working with the executive staff as well as the managers to execute strategies. Finally, HRM brings effective new practices and idea into the organization, which keeps the organization at the top of its game (Storey et al.).

Work can be hard at times. People cannot always be at 100% all hours of the day. Thus, personally, I believe that the HR development is that one function that meets with my ideas of working with an organization. Everyone hired by an organization is recruited purely on the basis of their merit. They know how to do their job and they know how to do it well. With HR development, I would get the chance to work with specialists and give them something new to learn. Furthermore, I would also get the chance to alleviate work-related stress and make people feel better about the organization that they for (Uddin et al.). In this regard, the HR certification that can help me in my efforts would be SHRM-SCP. It would allow me to develop HR strategies and even lead to HR functions. Furthermore, it would help me align the strategies implemented by HR to the organizational goals.

Having access to the student membership at the Society for Human Resource Management gives you some very vital perks and privileges. It gives you access to the digital reader issue of the HR Magazine. Furthermore, they can even apply for professional membership at half the price and even stay ahead of HR trends. However, the best of all, it allows you to win one of the fourteen SHRM Foundation Student Scholarship or the Susan R. Meisinger fellowship for Graduate Study in HR Award.

Works Cited

Kaufman, Bruce E. “Evolution of Strategic HRM as Seen through Two Founding Books: A 30th Anniversary Perspective on Development of the Field.” *Human Resource Management*, vol. 54, no. 3, 2015, pp. 389–407.

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