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Human resource acts as an essential part of an organization. It functions as a vital organ for a company just like other departments working in it. Recently I got the chance to interview an individual holding a good position in the human resource department of a well-known organization (Cascio, 2016). The name of the human resource executive was Mr. Kerry Chou, and he has been working as a Senior Practice Leader in the WorldatWork, since the last 15 years. Mr. Shu started as an intern at the company, and now he is leading the whole department, as the Head of Human Resource Department.

The interview session with Mr. Kerry Chou proved to be very fruitful as it gave me great knowledge and insights about the subject of human resources. We discussed various aspects of the subject and how these aspects are applied in the ABC. Mr. Shu told me that the major functions of Human resources in an organization involve, recruitment, selection, hiring, firing, and compensation of an employee. There is a new concept that is trending recently in the global market known as “pay for performance”. “Pay for performance” is a wide term and covers many things inside it like paying monetary rewards to the employees and appreciating them for their good performance (Chou, 2014).

With this interview session, I also got a chance to compare the knowledge that I gained in the classroom with the practical knowledge that could only be attained by working in any organization. The concepts that I gained through my course material in the classroom were very much in accordance with the information that I got through the words of Mr. Shu. The only difference was that he was talking more practically and how the concepts learned in classrooms are applied practically in real-world organizations.

**References**

Cascio, W. F. (2016). *Managing human resources*. McGraw-Hill.

Chou, K. (2014). Pay for Performance Part 1: Theory and Practice. Retrieved from https://www.youtube.com/watch?v=NTtCAyBe6Ak