Alessandro Cicinelli

[Name of Instructor]

HRM

23 April 2019

Why we should love HR

# Introduction

The Human Resource (HR) is an essential part of organizations that plan, coordinate and execute the administrative functions efficiently. They make strategic planning through consultation with the executives and convey the information to employees. The department looks into recruiting, training and maintaining positive relationships among the workforce. The department work under the employment laws and strictly follow organizations rules and regulations. The HR professionals make sure to select the most talented people for the job and strategically utilize the organizational resources to achieve the underline objectives. They tend to maintain strong ethics and values in the organization, thus the new candidates recruited, immediately adapt to the culture.

# Discussion

The human resource department and the role of professionals have largely changed in the past years. Earlier the department has few roles, where they were working under strict autocratic culture. Recently, the role of the human resource department has transformed into organizations and they are responsible for performing multiple tasks. They are involved in the recruitment and selection of eligible candidates. They are responsible for the critical challenge of choosing the best fit for their post. If a person does not suit a post, it becomes quite difficult for HR to reschedule the process and choose another candidate. They also appreciate recruiting talented new graduates who are energetic and hard working. Unlike before where the department would look into the experience of employees to perform the traditional tasks. Now the department focuses on individuals who could provide more innovative ideas to the department and bring constant improvement. The department is now associated to get the brightest people on the table. The HR personnel has a proper educational degree and are proficient in their field. They do not look for a candidate who can merely perform the duty. The HR also focuses on the accurate advertisement of the job rather than false payrolls, and compensation, thus makes it easier for candidates to choose whether to apply or not.

The HR department encourages employees with effective communication skills. They provide maximum information about the organization to follow the determined work ethics and laws carefully. The provide occupational safety, fair labor working conditions, leaves, and bonuses, thus keep the employees motivated and loyal to their work. The HR department now takes more open-minded approaches to in order to fulfill the need of their employees as well as to protect the corporate assets of the company. They practice uniformity among their staff members and appreciate them for better performance. They also provide extra bonuses and rewards which makes the employees more competitive and productive (Armstrong).

Organizations in the globalized world are highly focused on employee training to make them knowledgeable about new techniques. It is also very crucial for the organization to keep themselves updated with the latest technologies. Thus, HR constantly provides training for its employees to increase their productivity. The reputation of the company is highly based on the HR department, they consistently motivate the employees for better performance. Also, acknowledge and reward the best employees for their outstanding performance. HR makes the hiring and training of employees. They make sure that employees are highly skilled and are provided with all the essential training. Thus, HR do not have to dictate the work on a daily basis. Also, in most organizations, HR provides extra training to develop strong communication skills in the employees. They focus on networking and strong bonds within the organization that results in greater cooperation among employees. HR also makes sure no one leaves the company (Cascio).

The most critical job of HR is not limited to solve issues among the employees but to work collectively with them to achieve organizational goals. The time has gone where HR would develop strategies, now all the issues are catered collectively. Employees are involved in the planning process of any new project, thus it represents the choice of the majority of people. The HR is responsible to include everyone in the planning process and take their confidence. It increases employee commitment towards the job and also maximizes the profitability of the organization. HR improves the connection between employees and the authorities. They also work hard to maintain customer loyalty and increase their demand for particular products. HR is not only related to their department but work collectively to satisfy all the employees as well as customers. They disseminate all the information within the organization and work towards more inclusive decision making rather than imposing their priorities on employees (Noe).

They also conduct performance appraisals which reflects the ideas of employees about the organization. They monitor the performance of their employees and make efforts to make them more productive. They also take care of the internal and external affairs of the organization and fulfill the demands and needs of employees. The HR departments encourage diversity in their organizations where they can have employees from different cultures and backgrounds. Thus, providing more innovative ideas and opinions for performance.

**Conclusion**

The HR department encourages diversity and works devotedly to include employees from diverse backgrounds. Unlike earlier, when employees were being discriminated on the basis of race and culture, the HR department strict rejects discrimination. This tends to provide greater work satisfaction to employees rather them overburdening them with work. They emphasize work-life balance to maintain the employees healthy and productive. In a nutshell, HR is considered as the backbone of organizations. Where they are involved in all the functions and direct employees to achieve the organizational goals.

**Work Cited**

Armstrong, Michael. *A handbook of human resource management practice*. Kogan Page Publishers, 2006.

Cascio, Wayne F. *Managing human resources*. McGraw-Hill, 2015.

Noe, Raymond A., et al. *Human resource management: Gaining a competitive advantage*. New York, NY: McGraw-Hill Education, 2017.