HRM Legal Environment

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# Response to Question 1

Human resource professionals are responsible for adding value and maintaining the ethical standards in an organization. Human resource professionals have to accept their responsibility for their decisions and actions. Some of the responsibilities of an HR professionals include, building respect and credibility of the HR department in their organization, contributing towards the strategic goals and objectives, encouraging social responsibility and positively impacting their organization and its recruitment practices. In addition, HR professionals must adhere to the ethical standards in their behavior, they have to show strict compliance with the laws and regulations (SHRM, 2014). HR professionals ought to work consistently in the direction of values of their profession and must encourage social responsibility and professional decision making. They must portray individual leadership as a role model of high ethical standards and they are also responsible for fostering justice and fairness for all the organizational members. In addition to that, HR professionals must maintain a high level of trust with the stakeholders to avoid any conflict.

# Response to Question 2

HR professionals are responsible for fostering fairness and justice in their organization. Fairness and justice are two different terms but they are often used interchangeably (Velasquez, Andre, Shanks, S.J., & Meyer, 2014). Justice means giving each person his or her due right. HR professional has to include fairness and justice as part of their profession because everyone in the organization is worthy of respect and fair treatment (SHRM, 2014). Therefore, HR professionals must treat others with dignity and respect, to create a working environment free of harassment, discrimination, and any other issues. HR has to ensure that everyone in the organization is able to use their skills and abilities to make a significant contribution to organizational goals and objectives. Fairness and justice also mean promoting an environment in an organization committed to diversity. HR is also responsible to create and administer policies and processes that promote equal treatment for all. All the decision made by HR must be free of any personal interests and must be ethical and legal. Procedural justice improves role performance in an organization (Tremblay, Cloutier, et al, 2010).

# Response to Question 3

HR professionals of any organization must protect the rights of organizational members especially when it comes to gathering and dissemination of information. Information is needed to make informed decisions which are based on truthful communication of information. HR must build trust among the organizational members to guarantee the free exchange of information and must try to eliminate any inaccurate information sharing (SHRM, 2014). All the information must be obtained from ethical and responsible means and only the right information should be used in decision making which has an influence on employee relations. HR must also investigate the source of information for its accuracy and reliability, and must ensure that the information stored is current and accurate. Safeguarding confidential information is also the responsibility of HR. Necessary steps must be taken by HR to confirm that all the HR policies and practices, and HR related training are communicated to the employees in an accurate and complete manner.

# References

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