HRM Executive Interview

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**Introduction**

The efficient and productive organizations which are performing very well have a much developed human resources department and are considered as a vital sign for the successful running of the business, just like the other departments. To understand the functions of a human resource department in a better way, an exclusive interview was held with an HR executive, who specializes in the said field and is working in the same department from a long time. Mr. A has been serving the human resources department of a well-known production and services firm, ABC, form the last ten years. He is working at the leading position of the department, i.e., head of the HR department. Organizations, whether working in the products sector or services area, strive to grab the maximum market share and become successful in the region in which they are operating. Multiple strategies are developed in order to get the attention of a maximum number of customers and serve them with providing optimum quality products or an excellent level of services. In order to achieve all these purposes and earn the maximum degree of profits from the region, it is very much necessary that the company takes care of its employees. All good organizations design and implement strategies that keep their employees motivated and charged for work. Organizations also try to develop and maintain a favorable workplace environment for their employees so that they feel comfortable while working for the company and produce the optimum level of results. All these functions are carried on by an essential department, known as the Human Resources Department.

**Discussion**

ABC technologies are a production and services firm that specializes in providing software and technology products as services to its consumers. It has been working in the market since the last 25 years and has served many prominent names of the market. Starting from a small office in the room of a house, ABC technologies is now a medium-sized form with approximately two to three hundred employees spread across its branches in 4 cities and is planning to expand more.

**Effective Human Resource Management**

 Having a chance to discuss various human resource functions in ABC technologies was a unique experience, and I got to learn multiple new aspects of the human resource department. My first and foremost question from the HR manager was obviously about the basic knowledge of human resources. I wanted to know that what it is precisely and how an effectively managed human resource function can contribute in the success and prosperity of an organization to which he responded, that the human resource is a function connected to the recruitment, hiring, firing, and compensation of the employees in an organization (Cascio, 2016). The changing role of the organizational functions is also profoundly affecting the purpose of all the departments in the organization, and In today's dynamic environment, a human resource department should establish the systems of successful performance management, career success planning, and employee development. Such strategies keep the employees motivated, engaged, and committed to the organization, which ultimately leads to better productivity and success.

**Alignment of HRM with Business Strategy**

The next thing that I wanted to know was how to align the HR practices with the business strategy so that the organization can work in coordination. Mr. A told me that for an organization to succeed and make a right name in the market, it is very much necessary that all its departments are entirely aligned with the business vision and mission. Human resource department is a vital department, which needs to be necessarily aligned with the business goals so that success can be ensured. Human resource department should develop such strategies which are in line with the business strategies so that the trust of employees can be established towards the department (Kravetz, 2018).

**Collaboration of Management and Employees**

Upon asking that how human resource department collaborates with the higher management to ensure maximum productivity and engagement from the employees, Mr. A responded that it is a very complicated as well as an overwhelming task (Noe et al., 2017). Human resource department coordinates with the higher management and develops such strategies that may motivate the employees and prove to be beneficial for them in a longer run. These include better compensation packages, regular increments, benefits and rewards and arrangement of different activities, to keep the employees fresh.

**Challenges**

I was interested to know that what are the challenges a human resource department faces, especially an HR department of a technological firm, and how do the managers cope up with those challenges. Mr. A told that the biggest challenge that any technology firm faces in current times is employee turnover. He said that a number of technology firms are emerging nowadays in the local as well as the global market, which is looking for expert and talented employees. These firms attract the already working employees with apparently attractive packages, and they rush towards those organizations. Mr. A told that the human resources department at ABC technologies copes up with this attitude by providing better rewards and benefits and effective counseling (Okpara, & Wynn, 2007).

Although, I had already read about the functions of human resource and the role a human resource department plays in an organization, watching it practically happen in a real-world organization was quite different. This interview gave me great insights about various human resource functions and how the subject is almost at work in the organizations competing in the real business world. Firstly, the informative interview session gave the knowledge that human resource is a vital part of an organization just like all the other functions in the organization like finance, sales, and marketing. Secondly, hearing the experiences from such a person who had been performing these functions from quite a long time was an excellent and informative experience (Cascio, 2016). The knowledge that I got through this interview session was entirely in accordance with the information that was conveyed to me through the material that I was taught in the whole course. Thirdly, I felt like I was swimming through all my course during the session and at multiple places, I gave my input, confirming that whether the practices that I got to know during my course was practically happening in the organizations or not.

 **Conclusion**

 Hence, in the end, I would like to conclude that the interview with Mr. A was a unique experience loaded with lots of valuable information and knowledge related to the current business world, especially related to the subject. The duty of the human resource department is to look over the functions of recruiting, hiring, firing, and compensation in an organization. Moreover, the human resource department also controls the reward and benefits distributed in an organization. In order to achieve a balance between the above-mentioned functions and the organization, it is essential that the departmental strategies are entirely in-line with the overall strategy of the organization and they are completely aligned with the vision and mission statement of the company. Moreover, the company, in which Mr. A represents as a human resources manager, tends to control the challenges of the current business world by thoughtful planning and strategy designing. All this information was entirely in line with the knowledge that I was taught in class regarding effecting human resource practices and the duties of the human resource department.

**References**

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