Human Resource Management

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**Introduction**

 Human Resource Management is defined as a strategic approach that can facilitate effective management of the employees in an organization or a company, with an aim to achieve competitive advantages. This management is accomplished with the help of different policies and systems.

**Discussion**

 There are different career paths in the field of Human Resource Management, described as follows

**HR assistant**

HR assistant is hired to perform some assisting jobs in human resource management. In this role, an individual is firstly directed to do some task and then he reports back to the Human Resource Staff Manager. An HR assistant responds to the questions and queries of the employees and assists human resource managers in different documentation of events and employee communication (Lucidchart.com, 2019).

**HR generalist**

An HR generalist performs some tactical roles such as hiring and onboarding of employees. A generalist also assists in employee compensation to evaluation (Lucidchart.com, 2019)

**HR Manager**

The HR manager ensures compliance of employees with business laws and the policies of the particular company. He/She also manages teams of HR such as assistants, and generalists. The HR manager also oversees culture of the company and sets the human resource department’s goals. (Lucidchart.com, 2019)

**HR Director**

The HR Director is responsible for creating policies regarding talent acquisition, inclusion, diversity dismissal and retention of employees and different benefit programs.The HR Director is also responsible for building the morale of the company along with issuing employee incentives and benefit programs (Stewart, et al. 2019).

**VP or Chief of Human Resource Officers**

The head of human resources advises the executive management team. The human resource chief also serves a succession of management and addresses organizational changes (Stewart, et al. 2019).

**HR Consultant**

HR Consultants specialize in different fields that are associated with the human resource management such as reward programs, benefits, and employee incentive plans. Some other tasks in this career opportunity are, making employee retirement plans, outsourcing of certain functions and employee motivation (Stewart, et al. 2019).

**HR Entrepreneur**

HR Entrepreneurship is a unique field in human resource management. It involves different functions such as employee placement company, developing professional employer organization, launching successful companies and finding clients who can work parallel to the set platforms (Stewart, et al. 2019).

**Employee Education Consultant**

One of the best career options in human resource management is "Employee Education Consultant". Such a consultant has an interesting and adventurous experience. Companies hire consultants for a set time limit, as they train and teach employees so that they can work happily and with satisfaction. These consultants can also set their independent business in which they can ask for membership with different companies in the days of hiring (Lucidchart.com, 2019).

**Development of Strategic Human Resource Management Plan**

 **A** Human Resource Management Plan cannot be implemented without development. There are some basic but major steps that are involved in the development of a strategic human resource management plan

**Staffing**

Staffing is one of the major elements of the human resource strategic plan because all the strategies can be implemented on the basis of the number of people who are hired to perform a job. Staffing not only defines the merit of hiring but it also highlights how employees would be recruited and facilitated (Stewart, et al. 2019).

**Designing workplace policies**

Policies are more like a set of dos and don’ts taking into account that policies facilitate to achieve the goals of human resource management that are enfolded in a strategic plan. The policies range from professional to entertainment options that are designed as per the company's feasibility (Zhang & H, 2019).

**Defining benefits and compensations**

Compensation and benefits are also mentioned in the strategic plan. It helps the company to design and use its budget in a way that the company’s goals can be met. Benefits include the incentives that are additional to employees' payroll and it is defined in terms of achievements. However, the compensation plan refers to the health benefits and other perks that are the responsibility of the human resource manager. These plans, not only tend to attract the employees, but, also help the company to facilitate employees in a neutral manner, keeping in view, the strategic goals to be met (Zhang & H, 2019).

**Retention**

Retention of employees on the basis of performance assessment and strategizing the retention of the best employees is also included in the strategic human resource management plan because a company or an organization can only work if talent is retained and the employees are given options in which they can express their knowledge and practical knowledge (Stewart, et al. 2019).

**Development and Training**

Strategic development plan has its roots in the development and training of the employees because it sets the platform for employees to work. The type, time and resources for training also reflect and affect the number of employees and how the company could achieve its goals (Zhang & H, 2019).

**Workers and regulatory issues**

Taking into account the critical insight into regulatory issues that might occur during work and how they will affect the workers, is also considered and managed in the human resource strategic management plan. It is highlighted that such a plan not only adds to the security of job, but also leaves a positive impact in terms of employee management (Zhang & H, 2019)**.**

**Implementation of Strategic Human Resource Management Plan**

 A critical overview of the steps involved in the development of the strategic plan, paves the way for the plan’s implementation. Here, the feasibility of the plan and goals of the company are given due significance. Also, feedback and experiences are used to bring changes, with the passage of time, so that the maximum achievement of goals can be facilitated. Furthermore, a useful human resource management plan is one that is derived from the experiences of the past and regulated in accordance with the goals of the organization and expectations of the employees.

**References**

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