

HUMAN RESOURCES,MANAGING PEOPLE

by Izabela Stanescu

Submission date: 24-Jun-2023 11:07PM (UTC+0100)

Submission ID: 209417720

File name: 38250_Izabela_Stanescu_HUMAN_RESOURCES_MANAGING_PEOPLE_504293_252554816.pptx (201.68K)

Word count: 1386

Character count: 9037

HUMAN RESOURCES

Student name: Izabela Stanescu

Student ID: 2025868

Module name : Managing People

Module Code:LCBB5004

Name of lecturer: Samuel Ofori

Table of content

- ❑ Introduction
- ❑ Role of Human resource professional
 1. Job responsibilities and functional areas
 2. HR professionals should adhere to the following values
 3. Current CIPD
- ❑ ¹ Factors can be put in place to impact a positive relationship between the employee and the employer?
 1. Types of Relationships between Employer and Employee
 2. Practical examples of factors influencing the positive relationship
 3. Personal Experiences Outlining Positive Practices
- ❑ Conclusion
- ❑ References

Introduction

This presentation will explore the role of Human Resources (HR) professionals and investigate factors that foster positive engagement between employers and employees. The HR professional plays a key role in managing humans within organizations, and positive engagement refers to the formation of an equally beneficial relationship between employers and employees. The paper aims to understand the job responsibilities, functional areas, and values of HR professionals, while also studying types of relationships and examining practical examples and theories that contribute to a positive employer-employee relationship.

1 Role of Human resource professional

Job responsibilities and functional areas:

Job Responsibilities

- Recruitment and Selection: HR specialists are in charge of luring, locating, and selecting competent applicants for open jobs inside the company (Jawaad et al., 2019). They write job descriptions, post job openings, evaluate applicants, hold interviews, and streamline the hiring procedure.
- Employee Onboarding and Offboarding: HR experts make sure that new hires have a smooth transition by giving them the knowledge, orientation, and training they need to be successful in their positions (Garcia-Perez et al., 2019). Additionally, they handle documentation linked to employee separations, perform exit interviews, and manage these processes.

Functional areas

- Training and Development: HR experts determine the training needs of employees and create training courses to advance their knowledge and abilities. They support activities for career planning, succession planning, and employee advancement.
- Compensation and Benefits: HR specialists oversee employee benefit plans, salary evaluations, and compensation plans. While abiding by legal and regulatory obligations, they guarantee equitable and competitive compensation.



HR professionals should adhere to the following values

- **Integrity:** When dealing with employees and stakeholders, HR professionals should act with honesty, openness, and moral decency. They maintain confidentiality when handling private employee information and make sure that choices are made fairly.
- **Trustworthiness:** HR professionals should foster confidence among staff members by being dependable, trustworthy, and upholding confidentiality (Gedrimiene et al., 2023). They should be friendly and provide a secure atmosphere for workers to express their worries.
- **Professionalism:** HR professionals should act, present themselves, and communicate with the utmost professionalism. In their encounters, they ought to demonstrate competence, respect, and impartiality.
- **Advocacy:** HR professionals should fight for workers' rights and welfare, providing fairness and equal opportunity. They ought to advocate for equality, respect, and diversity within the company (Roper and Higgins, 2020).



Current CIPD

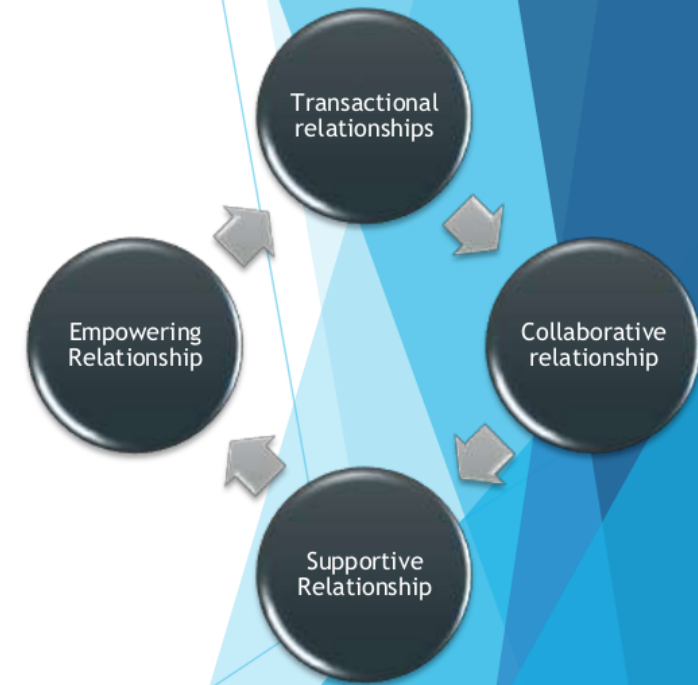
- ¹ The current CIPD (Chartered Institute of Personnel and Development) profession map offers a thorough framework that details the expertise, abilities, and conduct expected of HR professionals in each of their jobs (Cheese, 2023). It helps HR professionals grasp the standards and competencies necessary to succeed in their careers by serving as a beneficial resource.
- Four primary professional areas make up the CIPD career map: insights, strategy, solutions, leading human resources, and organization design. These topics cover a range of subdisciplines, including reward management, learning and development, employee relations, and resourcing and talent planning.

1

Factors can be put in place to impact a positive relationship between the employee and the employer.

Types of Relationships between Employer and Employee:

- Transactional **relationships**: Relationships that are largely centered on the trade of goods and amenities in exchange for payment. While the employee performs their job duties, the company offers pay, perks, and a secure workplace (Handy et al., 2020). It is a lawfully obligatory contract constructed on mutual responsibilities.
- Collaborative relationship: In a collaborative relationship, the employee and employer collaborate to accomplish mutual objectives (Lyytikäinen, 2020). There is trust, open communication, and a spirit of collaboration. Employers embrace employee ideas and encourage employee participation, creating a welcoming environment at work.



Practical examples of factors influencing the positive relationship

- **Effective Communication:** Establishing trust and understanding between employers and employees requires open and honest communication. Positive relationships are fostered by regular feedback, attentive listening, and defined expectations (Teng et al., 2020).
- **Mutual Respect:** Recognising the value and contributions each person provides to the company, employers and employees should treat one another with respect. Respectful conduct fosters a positive and effective work environment.

Relating employee engagement theory with positive relationships:

- Employee engagement says employees are more probable to be involved, inspired, and creative when they have a connection to their work, have a sense of purpose, and have optimistic networks with their employers. Employee engagement is critically influenced by the interactions that employers and employees have with one another.



Personal Experiences Outlining Positive Practices

- **Flexible Work Arrangements:** Understanding the value of a work-life balance, I implemented flexible work arrangements like remote work alternatives and movable schedules. Employees were able to equilibrium their personal and professional duties because of this practice (Shifrin and Michel, 2022). Employees stated greater job satisfaction, greater loyalty, and better work-life balance as a result.

Relating with Transformational leadership theory

- These positive practices align with the theory of transformational leadership, according to which managers inspire and encourage their teams to accomplish common objectives. Regular feedback and coaching show a leader's dedication to personal development, and recognition programs excite and motivate staff by recognizing contributions. Flexible work arrangements increase employee engagement and happiness by demonstrating a leader's understanding and support.



(Source: The Human Capital Hub)

Conclusion

- In conclusion, the presentation has explored the multifaceted role of Human Resources (HR) experts and the significance of fostering positive relationships between employers and employees. HR experts have diverse responsibilities within various functional areas and must adhere to values that encourage fairness, inclusivity, and ethical practices. By applying practices such as regular feedback, employee recognition, and flexible work arrangements, employers can promote a positive work atmosphere. These efforts relate to theories like transformational leadership and employee engagement, which highlight the importance of effective communication, mutual respect, and support for employee growth. Overall, lining up positive relationship aids both organizations and individuals, leading to improved engagement, satisfaction, and overall achievement.

References

- ³ Cheese, P., 2023. CIPD. In Encyclopedia of Human Resource Management (pp. 44-45). Edward Elgar Publishing.
- ⁵ Fenech, R., Baguant, P. and Ivanov, D., 2019. The changing role of human resource management in an era of digital transformation. Journal of Management Information & Decision Sciences, 22(2)
- ⁶ Garcia-Perez, A., Cegarra-Navarro, J.G., Bedford, D., Thomas, M. and Wakabayashi, S., 2019. Implications for Human Resource Management Roles and Responsibilities. In Critical Capabilities and Competencies for Knowledge Organizations. Emerald Publishing Limited.
- ⁸ Gedrimiene, E., Celik, I., Mäkitalo, K. and Muukkonen, H., 2023. Transparency and trustworthiness in user intentions to follow career recommendations from a learning analytics tool. Journal of Learning Analytics, 10(1), pp.54-70.
- ⁴ Handy, J., Gardner, D. and Davy, D., 2020. Relational expectations and transactional obligations: Incompatible psychological contracts and triadic employment relationships. Sage Open, 10(2), p.2158244020932672.
- ¹² Jawaad, M., Amir, A., Bashir, A. and Hasan, T., 2019. Human resource practices and organizational commitment: The mediating role of job satisfaction in emerging economy. Cogent Business & Management, 6(1), p.1608668.
- ⁹ Lee, Y. and Chon, M.G., 2021. Transformational leadership and employee communication behaviors: the role of communal and exchange relationship norms. Leadership & Organization Development Journal, 42(1), pp.61-82.
- ² Lyytikäinen, P., 2020. How to create new business opportunities in data sharing ecosystems with collaborative relationship between a large company and a SME.
- ¹⁰ Roper, I. and Higgins, P., 2020. Hidden in plain sight? The human resource management practitioner's role in dealing with workplace conflict as a source of organisational-professional power. Human Resource Management Journal, 30(4), pp.508-524.
- ⁷ Shifrin, N.V. and Michel, J.S., 2022. Flexible work arrangements and employee health: A meta-analytic review. Work & Stress, 36(1), pp.60-85.
- Teng, E., Zhang, L. and Lou, M., 2020. I am talking but are you listening? The effects of challenge and hindrance stressors on effective communication. Human Performance, 33(4), pp.241-257.

HUMAN RESOURCES,MANAGING PEOPLE

ORIGINALITY REPORT

27 %
SIMILARITY INDEX

21 %
INTERNET SOURCES

16 %
PUBLICATIONS

27 %
STUDENT PAPERS

PRIMARY SOURCES

1	Submitted to University of Wales, Lampeter Student Paper	5 %
2	Submitted to Oakwood International Student Paper	3 %
3	Submitted to University of West London Student Paper	3 %
4	Submitted to University of Bolton Student Paper	3 %
5	Submitted to International College of Law Business Administration & Technology LLC Student Paper	2 %
6	learning-analytics.info Internet Source	2 %

7	Submitted to University of College Cork Student Paper	2%
8	Submitted to Elizabeth School of London Student Paper	2%
9	Submitted to London School of Commerce Student Paper	2%
10	Submitted to Edge Hill University Student Paper	1%
11	Submitted to Solihull College, West Midlands Student Paper	1%
12	Submitted to University of Leeds Student Paper	1%

Exclude quotes

Off

Exclude bibliography

Off

Exclude matches

Off