Presentation Managing people

by Ana Moldovanu

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Individual Assignment 1

Introduction

- Human resource professionals perform several functions hiring candidates, selecting candidates after the interview, managing talents and providing workplace safety.
- This presentation will be conducted regarding the duties of human resource professionals. It will focus on their job responsibilities and operational areas.
- They follow several ideas of employment engagement so that organisations' profitability, retention of employees, and work safety enhance.
- Factors that influence their working relationships and personal experience of positive relationships will be mentioned in the following part.

Human Resource Professional

- The role of HR includes the recruitment of necessary staff and their training.
- They may look for specific qualities that are necessary for the recruitment.
- HR professionals ensure the efficient functioning of the company's administration.
- This includes the policy formulation of the organisation, maintenance of employee's track record, implementation of labour laws and regulations, assurance of employees benefits and so on.
- The current CIPD profession map has set the ideal standard for HR professionals about various activities, knowledge and behaviour which is important for success.

Job Responsibilities of HR Professional

- The HR needs to do some research on online sites for the best profiles of the candidates who are applying for the post in the company.
- After researching the profile HR needs to shortlist some profiles who are more efficient and knowledgeable.
- Thereafter HR recruits those candidates via interviews of the candidates.
- The HR also processes the payroll of the employees.
- HR conducts some disciplinary actions like terminating the employees who are coming late to the office consistently or who are not following the rules and regulations of the company (Rasool et al., 2019).

Functional areas of HR Professional

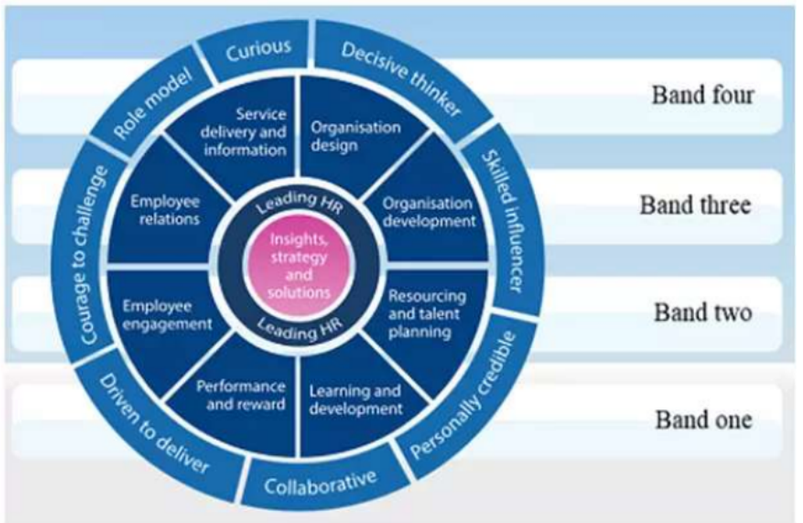
- The HR professional works collaboratively with the manager of the hiring department and builds up a plan in order to recruit diverse employees.
- HR professionals also help in maintaining the writing and updating of job descriptions.
- HR professionals also look after the safety and security of every worker present in the organisation (Malik and Garg, 2020).

Values to abide by

- The main responsibility of an HR professional is to maintain integrity and diversity within an organisation.
- They train and develop employees for the benefit of the organisation.
- They also help in talent management, employee benefit and compensation (Orosz, 2022).

CIPD Profession Map

- CIPD is an up-to-date framework that explains the activity of an HR professional.
- This framework replaces the traditional form of HR operations.
- In this way, HR professionals achieve a standard in the entire global HR industry (CIPD, 2023).
- The effective CIPD framework helps an HR professional to advance his career properly by enhancing the level of confidence and accordingly performing well.

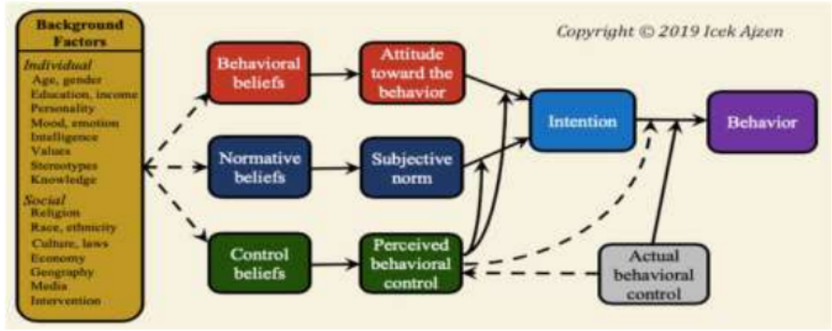


Types of Relationship Between Employer and Employee

- There are mainly three types of relationships between the Employer and the Employee. These are the Independent relationship, the Contractual relationship and the Principal relationship.
- The relationship between the Employer and Employee can be positive by adding diverse talents, skills and experienced employees to the workforce (Kelliher, Richardson and Boiarintseva, 2019).
- The diversity among the employees will help the organisation to have better performance.

Practical Example of the Factors Influencing the Relationship

- The employees show their work efficiency when they get a positive work environment (Picincu, 2021).
- For example, at Unilever, the secure corporate culture boosts the morale of the employees.
- The concept of on-job training and constructive feedback including the recognition programs emphasises the relationship between the managers and the team workers.



Personal Experiences to Outline the Positive Relationship

- I was working for a company, where I have seen that they always maintain a good relationship with all the employees of the company.
- The employer and the employees of the company have mutual respect.
- The employer and employee of the company always have healthy communication.
- Employers always believe in the contribution that the employee has to their company.
- The employer supports the good environments of the workplace.

Conclusion

- After working on this presentation, it can be concluded that the job responsibilities and decision-making of HR professionals have influenced organisations.
- Availing job responsibilities along with administrative tasks, and managing work in different departments for which they maintain different relations with employees and employers have already been discussed here.
- Contributions to the organisations have been mentioned in different ways.

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