

Assessment Component 1

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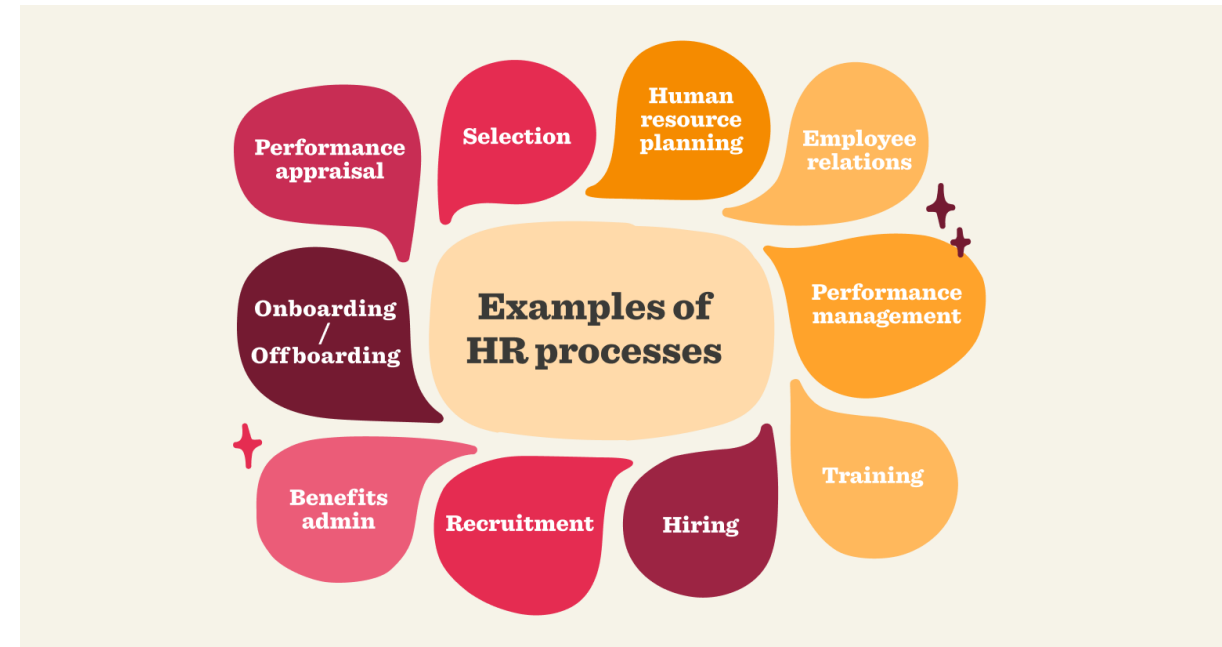
Introduction

- HR crucial for organisational success
- Effective people management fosters positivity
- Engaged, supported employees boost outcomes
- HR cultivates constructive relationships
- Inclusive initiatives strengthen organisational infrastructure



Key Responsibilities of a HR Manager

- Oversees employee lifecycle activities
- Recruits, hires, addresses grievances (Kulik and Perry, 2023)
- Administers benefits, payroll
- Coordinates training, strategic HR planning
- Ensures legal compliance, confidentiality



The Role of HR in Employee Relationships

- Equitable policies foster support, care
- Regular multi-channel comms boost transparency (Saks, 2022)
- Engagement surveys identify relationship issues
- Team building encourages social bonding (Malik, 2022)
- Open-door policy enables apt resolution



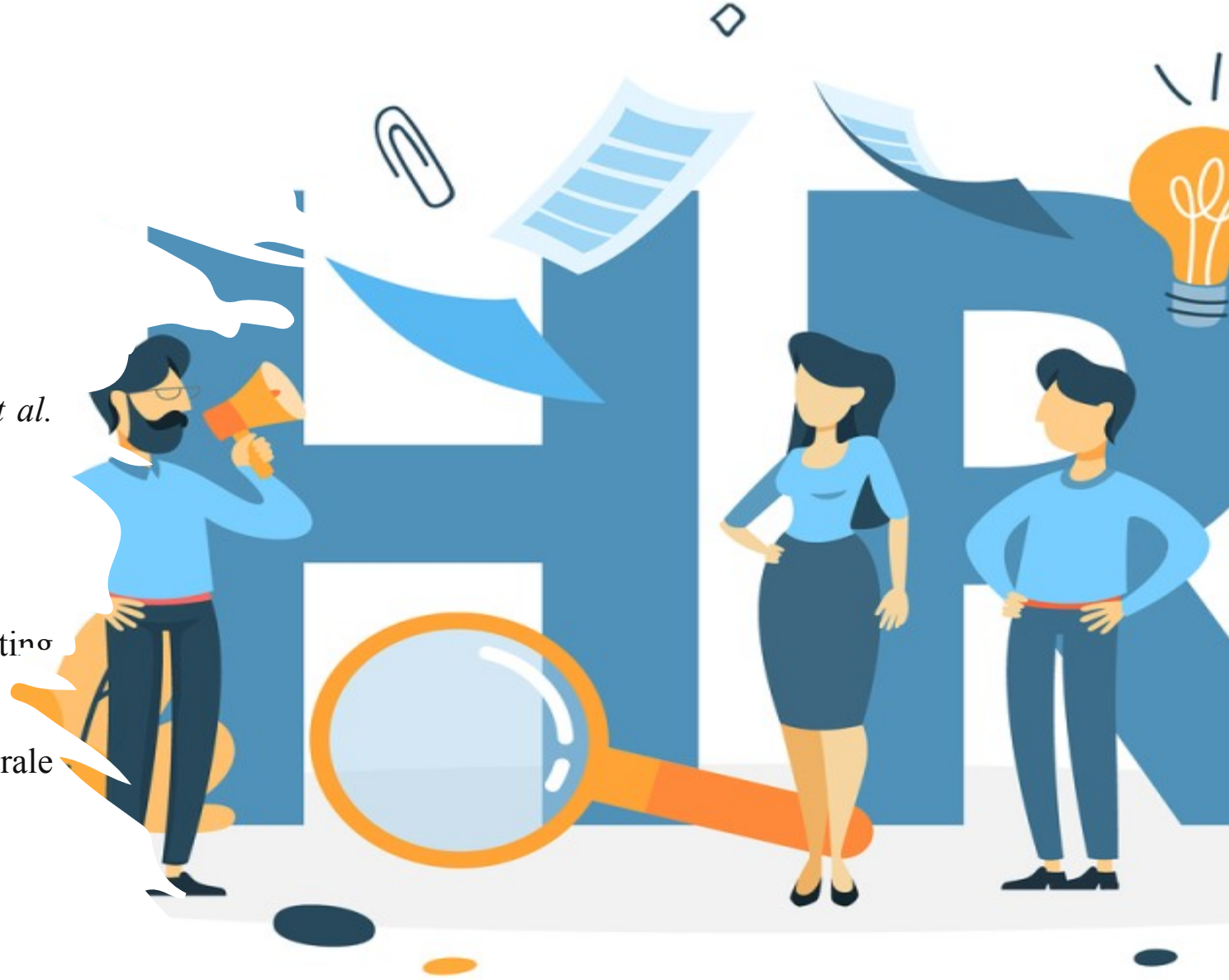
Factors Influencing Employee Relationships

- Fair policies show support & care (Hameed *et al.* 2020)
- Regular comms increase transparency
- Surveys identify relationship problems
- Team building fosters bonding
- Open-door HR helps resolve issues (Vuong *et al.* 2021)



Positive Practices in HR Management

- Emotional intelligence training for managers (Wang *et al.* 2020)
- Compassionate grievance process
- Mentorship pairs senior and junior staff
- Understanding communication barriers, and mitigating challenges.
- Promoting diversity, and providing awards boost morale (Ybema, van Vuuren and van Dam, 2020)



HR Strategies for Enhancing Employee Relationships

- Cross-mentorship & coaching for knowledge sharing
- Multidisciplinary projects promote understanding
- Transparent two-way comms for inputs & updates
- Team rewards incentivize & acknowledge performance (Van Beurden, Van de Voorde and Van Veldhoven, 2021)
- Family days & recreation improve work-life integration



HUMAN RESOURCES



POTENTIAL



EMPLOYEE



SKILL



RESEARCH



TRAINING



RECRUITING



PERFORMANCE



LEADERSHIP

Conclusion

- Fostering a workplace culture that promotes inclusivity, diversity and meets ethical aspects
- HR professionals are responsible for employee job satisfaction, engagement level, and enhancing their performance level through boost their morale.
- Employee-centric approach undertaken by HR professionals can contribute towards the growth business while helping a firm to achieve its future objectives.

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Thank
you!

The image features the words "Thank you!" in a playful, multi-colored font. The letters are 3D and have a slight shadow. The colors of the letters are: 'T' is light blue, 'h' is yellow, 'a' is light green, 'n' is pink, 'k' is orange, 'y' is pink, 'o' is orange, 'u' is light blue, and the exclamation mark is yellow. The text is set against a dark blue background with a wavy, hand-drawn edge. Scattered around the text are small, colorful circles in shades of yellow, orange, pink, and light blue, resembling confetti or bubbles.