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LCBB 5004 – MANAGING PEOPLE
THE ROLE OF A HUMAN RESOURCES
PROFESSIONAL

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Introduction

Over the past decade or so, HR professionals' roles have undergone significant shifts. In order to provide a service that is both comprehensive and satisfying, these professionals need to remain up to date on all of the most recent business trends and needs.

The responsibilities of a human resources professional

An HR professional's responsibilities include:

- An HR professional must be able to identify a company's strengths and weaknesses and devise plans to build certain capabilities while making use of dormant skills in your team in order to promote change.
- Recruiting new representatives: According to Sidhu, Commandeur, and Volberda (2007), HR professionals frequently get involved in the process of hiring new employees to ensure that they meet the requirements and would be a good fit for the environment of the business.
- Work for the employees: a person who listens to employees' problems, understands their perspectives, and serves as a link between management and employees. HR professionals should carefully handle employee issues.

- Promoting workplace values: if a lot of different kinds of people are working together, it's important that they all share the same workplace values so that they can work toward a common goal and avoid problems as much as possible. Promoting the company's values is the responsibility of an HR professional (Sidhu, Commandeur & Volberda, 2007).
- Development of skills: Human resources professionals must concentrate on enhancing employees' skills in order to ensure that they will continue to be useful to the company in the future.

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- Finding solutions to problems: HR professionals, as functional experts, use their knowledge, skills, and experience to identify structural problems in a company and come up with creative and efficient solutions.
 - Vital accomplice HR experts work intimately with the executives with making intends to arrive at objectives and exhorting pioneers about what should be finished to accomplish these objectives.

Role & responsibilities of HR Manager:-



The functional areas

- Staffing: Boards need to come up with a plan for finding and hiring the best candidates. The role of trustees in the selection process is one decision that board members will be required to make.
- • Employee Education and Development Boards must carefully consider how to encourage education and training for employees in the most effective and responsible manner, especially since they are running an educational business.
- The term "employee relations" refers to a number of significant functions, including the management of employee communication, attendance management, and diversity in the workforce (Knight & Liesch, 2002).
- • Under the Education Act of 1995 and the Trade Union Act, boards of education are required to engage in collective bargaining¹⁰. In addition to having significant financial repercussions, it is significant for the nature of the relationship between school divisions and their employees.

HR function factors

- HR Policy
- Option
- Investment/budget

Personal factors

- HR managers' capability
- Top managers' ability and support
- Employees' knowledge and skills

Firm level factors

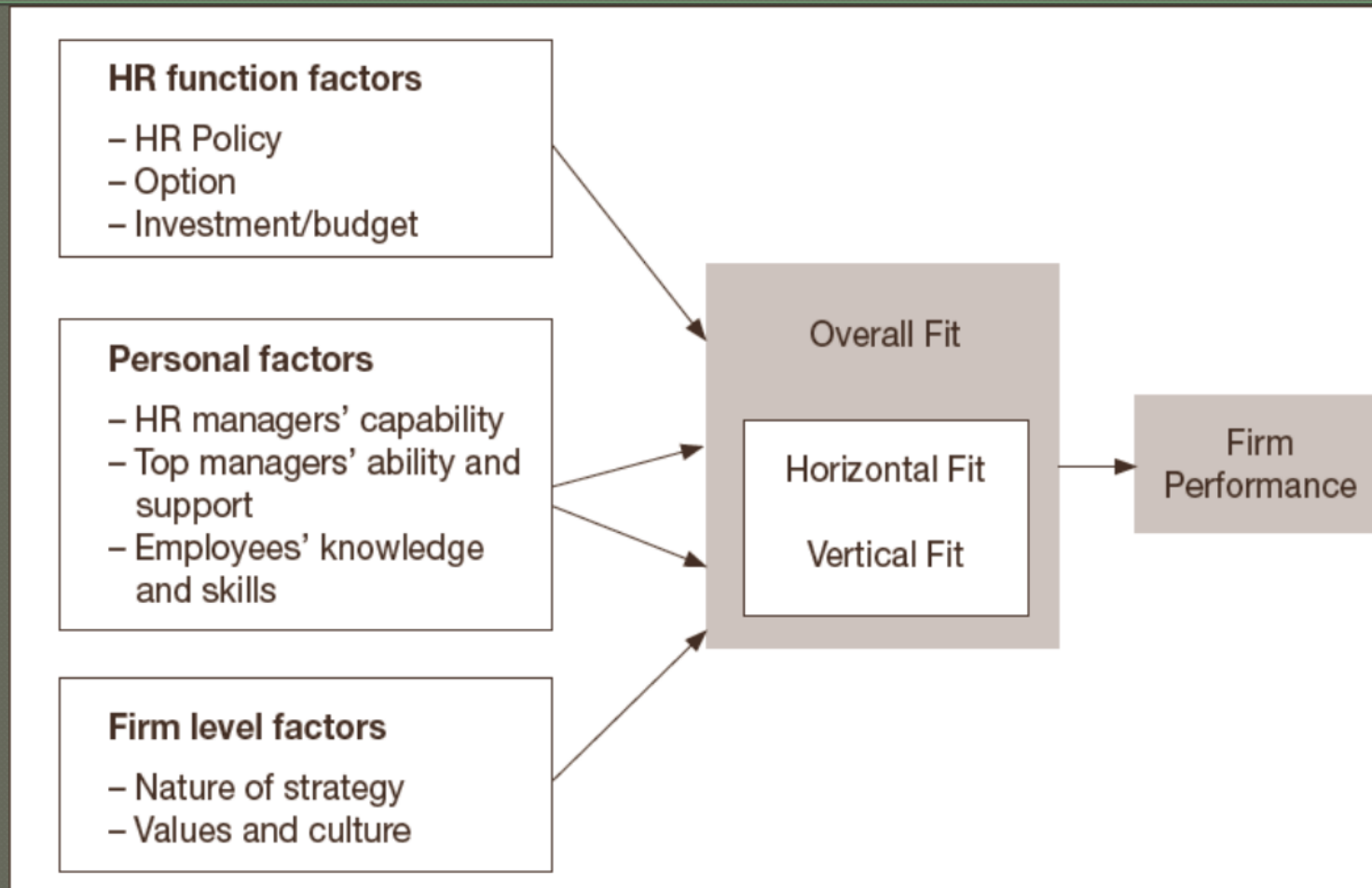
- Nature of strategy
- Values and culture

Overall Fit

Horizontal Fit

Vertical Fit

Firm
Performance



The values

There are numerous ways in which an HR professional can assist a company. The following are some ways that an HR professional can benefit your company:

- Ensure that the appropriate people are hired for the appropriate positions; By ensuring that your current employees are still relevant, you can reduce employee turnover.
- encourage your company's natural leaders; help with compromise;
- foster enthusiasm in the workplace; encourage you to consider alternatives; ensure that you adhere to your industry's HR developments and regulations;
- bring about change.

Employee-employer relationship

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The employment relationship is the legal connection that exists between employers and employees. It occurs when an individual provides work or services in exchange for payment under specific conditions.

An effective HR position will guarantee comprehension clarity. what this means in relation to their organization. And be able to explain it to employees as well as managers (Gibson & Birkinshaw, 2004).

The employment relationship must be transparent and clear. This is not always the case, and there are many of them. Interns, contractors, volunteers, and others fall into this category.

Managers of any business need to be able to anticipate, recognize, and respond to internal and external change in order for it to grow and prosper (Beyer et al, 1997). Business managers must actively participate in a process that identifies change and modifies business activity to take advantage of it because change is a certainty. Strategic planning is that procedure. The diagram that follows provides illustrations of factors that are agents of change and should be taken into account during the process of strategic planning.

Factors that affect the relationship between employer-employee

- Situations in the economy: Citizens' spending habits will be influenced by the country's current economic conditions. Consumption of non-essential goods and services will decline as a result of rising interest rates or high unemployment.
- Rivalry in the Market: The external business environment is constantly changing in terms of the strength of competition. Legal taxation is one of the most obvious changes made to the law through legislation. Competitors will not only appear and disappear, but they will also alter pricing, product lines, and marketing strategies. While there are times when the business has ample time to prepare, there are also times when tax changes occur overnight and without prior notice.

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- Media: The media are undergoing significant and rapid change. The development of technology and the internet is the primary factor driving this shift.
 - Political Changes in government policy, like changes in law, can happen with or without advance notice. One illustration of the influence of government policy is the fact that numerous organizations rely on government funding. In the event of a change in government, such funding assistance may cease immediately (Daft & Lengel, 1986).

- Technology is a factor in the external environment that constantly puts pressure on the business or organization. Technological change has been rapid over the past fifty years. On the off chance that organizations don't adjust adequately rapidly to mechanical change, they risk losing piece of the pie.
- The demographics of the population are constantly shifting. Among these changes are an increase in the number of elderly people, an increase in the number of families with two incomes, an increase in the average age at which people get married, an increase in the diversity of ethnic groups, and a decrease in the number of young families living in the suburbs compared to the past.

Conclusion

A fruitful HR expert should perceive the meaning of their job in the working environment, as well as the manners by which their choices and scrupulousness can influence the existences of representatives. In order to make decisions that are in the best interests of the company as well as the employees, they need to act fairly, put themselves in the shoes of the employees as well as the manager, and be able to compromise. This is a constant requirement of this position in everything they do.

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