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# Welcome to the Presentation

## LCBB5004 Managing People Presentation

### Assessment Component 1



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# Introduction

The modern organisation is more dependent on Human Resource Professionals. As they play a vital role in Hiring to firing and contribute to organisational development strategy. They also play an impactful contribution in internal and external factors.



## Role of Human Resource Professional

A human resource professional is the person who superintended the employees and circulated the employee lifecycle of any sort of organization. Along with employee lifecycle, this professional is also responsible for performance management, compensation and benefits and terminating any employee from the current position (Fahed-Sreih, 2018).



## Job Responsibilities and Functional Areas

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1. Human Resource Planning
2. Recruitment and selection
3. Performance management
4. Learning, training and career planning
5. Function evaluation and feedback
6. Rewards and punishment.
7. Compensation and benefits.
8. Compliance



The important values that  
HR should follow

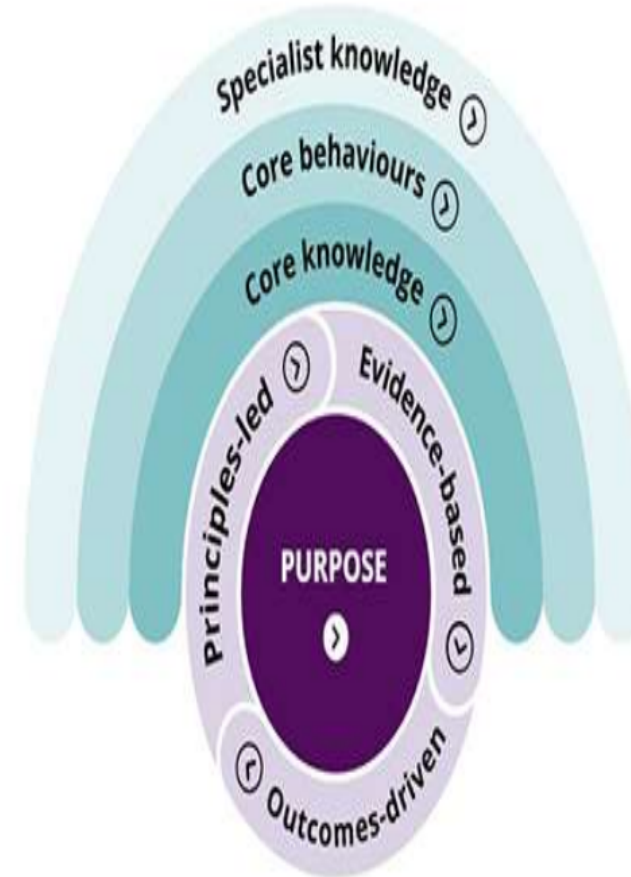
- Integrity and accountability
- Fairness, Equality and professionalism



## Current CIPD Profession Map

The CIPD map will help the HR professional to make better decisions and act confidently to get the specialist knowledge to play an effective role in progress (Peacock, 2017). The CIPD reference is discussed below:

- **Core knowledge**
- **Purpose and Values**
- **Specialist knowledge**



## **The factors to influence a positive relationship between the employer and the employee.**

Many factors like two-way trust, strategy, structure, culture, respect, employee engagement rate, effective communication, work-life balance, economic climate, regulatory factors benefits and compensation are directly responsible to influence a positive relationship between the employer and employees (Rees and French, 2016).



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## Types of relationships that can develop between the employer and employee

The relationship between employee and employer should be interrelated and will maintain the two trait benefits at a time (Rees and French, 2016).

- **Transactional Relationship**
- **Partnership Relationship**
- **Collaborative relationship**



## Practical examples of what factors can influence the relationship

Jaguar Land Rover is a technological company in the UK. JLR has strong HR practices in the workplace. The HR team focus on the factors to maintain the relationship in the workplace (Gülcan, 2017).

- **Communication**
- **Trust and respect**
- **Fairness and benefits**



## My personal experiences to outline some positive practices



- **Employee development concern.**
- **Employee engagement rate**
  - **Work-life balance**

# Conclusion

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The job of an HR professional is challenging and interesting at a time. As they need to deal with diverse people or employees in the workplace. Finally, they have to ensure resource usage through the CIPD map and to focusing on influencing factors (Williams *et al.*, 2020).

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