

HR Vasile Turcanu

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The University of Wales Trinity Saint David
Module: Managing People
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Assessment Component 1

Human Resources Importance

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Introduction

In this article, we will explore the significance of Human Resource professionals in promoting positive engagement within organizations and the impact it has on overall employee satisfaction and organizational success.

Topics covered:

1. The role of a Human Resources Professional
2. Job responsibilities and functional areas of the HR manager
3. Values Promoted by HR Professionals
4. CIPD Profession Map
5. Types of Relationship between the Employer and Employee
6. How to build a positive relationship between the employer and the employee?

What is **the** role of a Human Resources professional?

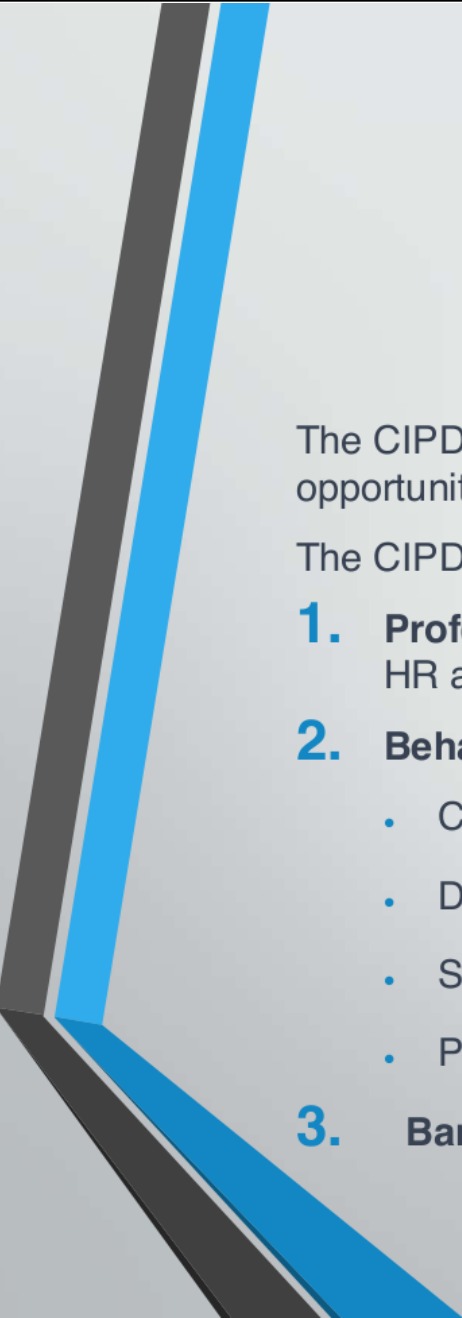
- According to the CIPD, ⁶ human resources (HR) refers to the function within an organization that is responsible for managing people and the employment relationship.
- Human resources is responsible for various aspects of managing and developing employees to ensure that the organization can effectively achieve its objectives and create a positive work environment.

Job responsibilities and functional areas of HR manager

- **Recruitment and Selection:** HR professionals find and hire qualified candidates for job openings.
- **Employee Relations:** HR promotes positive relationships among employees.
- **Compensation and Benefits:** HR manages pay and benefits. They create salary structures, handle payroll, design benefits packages, and ensure legal compliance.
- **Performance Management:** They set objectives, evaluate performance, provide feedback, and support employees' development.
- **Training and Development:** HR identifies training needs, designs programs, coordinates development initiatives, and supports employees' learning and skill-building.
- **HR Policy and Compliance:** HR develops and enforces policies to comply with employment laws.
- **HR Information Systems (HRIS):** HRIS professionals manage employee data, timekeeping, payroll systems, and HR-related software.
- **Employee Engagement and Retention:** HR focuses on strategies to keep employees engaged, satisfied, and retained.
- **Diversity and Inclusion:** They develop strategies, promote equal opportunities, and create an inclusive work environment.

Values Promoted by HR professionals

- **Integrity**- must act ethically, honestly, and fairly, treating all employees equally and making transparent decisions.
- **Respect**- must value the rights, and diversity of every individual, fostering a discrimination-free and inclusive work environment.
- **Confidentiality**- must handle sensitive employee information and must maintain strict privacy and confidentiality.
- **Professionalism**- should demonstrate reliability, accountability, and competence in their interactions and practices.
- **Objectivity**- should make impartial decisions based on facts, data, and fair evaluations.
- **Collaboration**- should collaborate with employees, managers, and other departments to achieve organizational goals.
- **Continuous Learning**- should stay updated with HR trends, best practices, and employment laws to provide accurate guidance.
- **Employee Advocacy**- should act as advocates for employees, protecting their rights, well-being, and interests.
- **Ethical Conduct**- should adhere to a code of ethics, avoiding conflicts of interest and ensuring legal compliance.
- **Strategic Orientation**- contribute to the development and implementation of HR strategies, for achieving organization's strategic goals



CIPD Profession Map

The CIPD Profession Map is made to help HR professionals in evaluating their existing skills, identify opportunities for growth, and plan their future development.

The CIPD Profession Map consists of three key elements:

- 1. Professional Areas** (Organisational design, talent management, and development, leadership of the HR and L&D functions, employee engagement, learning and development, and reward management)
- 2. Behaviours**, the main of them being:
 - Curious
 - Decisive Thinker
 - Skilled Influencer
 - Personally Credible
- 3. Bands ranges** offer a defined career growth roadmap and vary from entry-level to leadership levels.

Types of Relationship between the Employer and Employee

- **Transactional Relationship:** Based on labor-for-compensation exchange, focusing on meeting contractual obligations.
- **Collaborative Relationship:** Employer and employee work together as partners towards shared goals.
- **Supportive Relationship:** Emphasizes empathy, trust, and creating a supportive environment where employees feel valued and have access to resources.
- **Developmental Relationship:** Focuses on employee growth and development through learning opportunities, mentorship, and feedback.
- **Hierarchical Relationship:** Based on clear authority and chain of command, with top-down decision-making and employee obedience.
- **Psychological Contract Relationship:** Based on mutual trust and fulfilling implicit promises regarding job security and work-life balance.



How to build a positive relationship between the employer and the employee?

- **Communication:** Open and clear communication channels, regular feedback, and transparent information sharing foster trust and positive engagement.
- **Leadership Style:** Supportive and participative leadership styles empower employees, while autocratic or micromanaging styles can strain relationships.
- **Organizational Culture:** Values, norms, and practices shape the relationship. A positive culture promotes fairness, respect, and work-life balance, while a toxic culture erodes trust.
- **Compensation and Benefits:** Fair and competitive compensation, along with attractive benefits, contribute to a positive relationship.
- **Opportunities for Growth:** Providing learning, skill development, and career advancement opportunities enhances the relationship.
- **Work-Life Balance:** Prioritizing work-life balance and offering flexibility supports a positive relationship.
- **Recognition and Rewards:** Regular appreciation and rewards create a positive work environment and stronger relationships.

Use your personal experiences to outline some positive practice

- Based on my personal experience, one of the key factors that can greatly influence a positive relationship between the employer and the employee is ⁵ open communication and regular feedback. When employers foster an environment where employees feel comfortable expressing their thoughts, concerns, and ideas, it leads to increased engagement, trust, and a sense of belonging.
- Creating a safe and inclusive culture, recognizing and rewarding employees, and supporting their professional development are essential factors that can contribute to a positive relationship between employers and employees.
- For example, at my current job employees are provided with training, and are allowed choice the job they want to do. Weekly, my line manager provides me feedback and asks me about any concerns, or thoughts I have.

Conclusion

Human Resource professionals play a vital role in managing an organization's workforce and ensuring its success. Their expertise in areas such as hiring, training, and employee relations helps create a positive work environment conducive to growth and productivity. One of the key objectives of HR professionals is to foster positive engagement among employees. Positive engagement refers to the level of commitment, motivation, and satisfaction individuals have in their work. When employees are positively engaged, they are more likely to contribute their best efforts, embrace challenges, and strive for excellence.

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