

IVAYLO TODOROV 2132919

by Ivaylo Todorov

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Managing People LCBB 5004

Individual Assignment 1

Ivaylo Todorov - 2132919

Lecture: Abdi Rahman



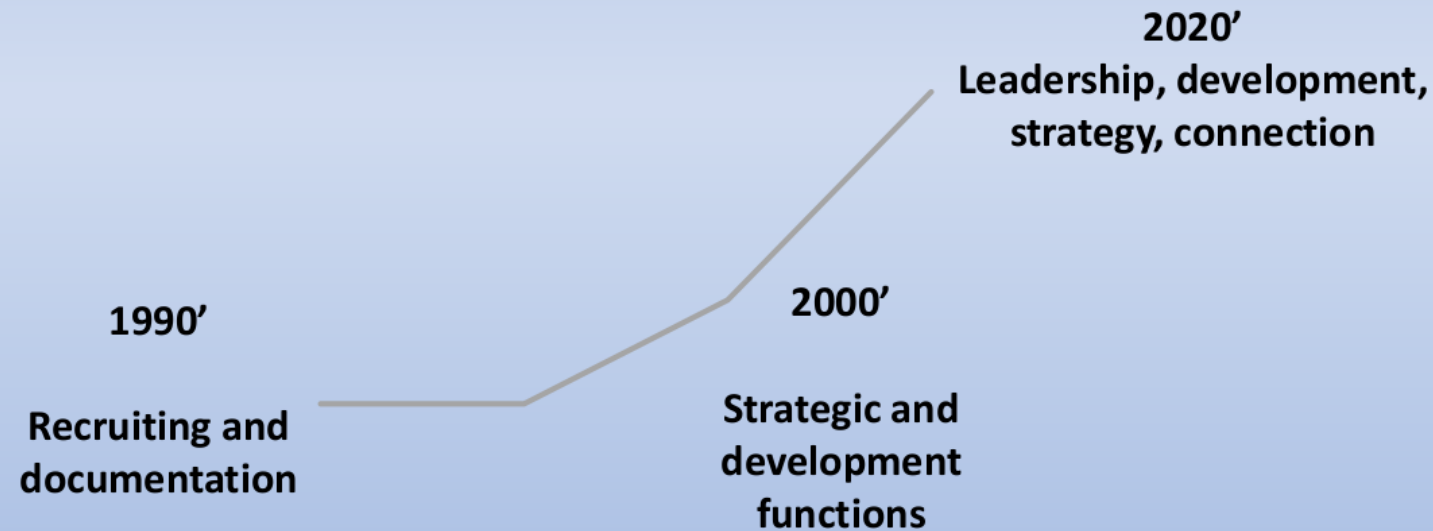
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What is the role of a HR professional?

“HRM should be the cornerstone of any organization’s mission or purpose, strategy or values.” Sims and Bias (2021, pp12)

Development of an HR Professional over the years



Role of HR Professional:

- Human resource Management;
- Connection between owners/managers/employees;
- Personnel development;
- Ensuring healthy and safe working conditions;
- Reward management;

Human resource Management

- Human capital management;
- Recruitment and selection;
- Training and development;
- Reward management;
- Employee safety and well-being;



Armstrong (2010, pp.41)



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Connection between owners/managers/employees



- Feedback;
- Suggestions- increasing the productivity, decreasing the costs;
- Advices regarding legislation and regulation;
- New strategies and goals;



Personnel development

“Human resource development is based on faith in the inherent potential in every human” Balakrishnan and Srividhya (2007, pp.61)

- internal/external trainings;
- investing in the education of employees;
- in future employees (students);



Personnel development

- business trips (in and out of the country);

"HR have essential role ⁵ of safety and health status, and can be key sources of workplace safety management" Park (2018, pp. 94-101)

- health and safety training- first AID, manual handling, fire protection;



Reward management

- Reward policies and strategies;
- Non-financial- discount cards, trips;
- Financial- financial bonuses;



Taylor and Carol (2022)



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CONCLUSION:

- Human resource management;
- Development;
- Health and safety workplace;
- Rewards strategies;
- Connection and communication;



¹
“It is concluded that, for the future of the HRD profession to be sustained and grow, the profession's expertise and practice must concern the values and interests of others who face uncertainty and difficulty in relation to learning at work.” Gold (2010, p.437)

**Thank you for your
attention!**

Do you have any questions?



References

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