

Assessment 1

by Andrei Dragomir

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Managing People

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Introduction

- Human resource management is considered the function of an organisation in charge of all employees along with related operations.
- A human resource professional works within an organisation as a part of human resource management and is responsible for all the work related to employees (Bratton *et al.*, 2021).



What is the role of a Human Resources Professional

Job Responsibilities

- A human resource professional has several job responsibilities in a particular organisation.
- As it includes supporting the development along with implementing the initiatives of human resource management and the system of an organisation (Armstrong and Taylor, 2020).

Functional areas

- The role of a human resource professional is significant in a business organisation involving critical tasks involving recruiting and hiring talents aligning with business organisation requirements.
- It is a crucial role of a human resource professional as hiring a talented candidate will benefit to increase the performance of the overall business organisation in the market (Anastasiu *et al.*, 2020).



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- Human resource professional has to comply with specific values which will ensure the ethical and fair practice of human resource activities in a business organisation.
- A human resource professional must promote honesty, integrity along with trust in the workplace (Tyas *et al.*, 2020).
- It will ensure that a positive work environment gets built in an organisation along with maintaining a positive image of the human resource management in the organisation as well.

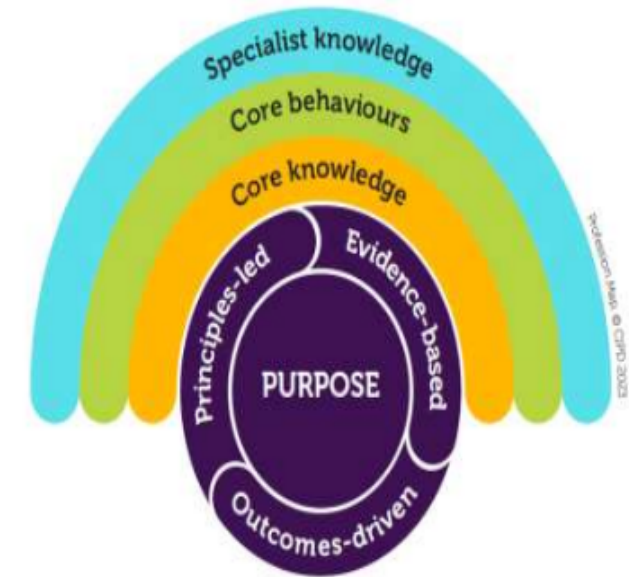


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Chartered Institute of Personnel and Development (CIPD) Profession Map

- The **professional** map by CIPD is designed for contributing to the purpose of the human resource profession.
- It has three values involving principal-led, evidence-based and outcome-driven in the human resource profession (CIPD, 2023).
- It also involves different layers including core knowledge where standards describe the knowledge required to be an expert in working with people such as people's practice and culture and behaviour.



¹What factors can be put in place to influence a positive relationship between the employer and the employee?

Types of Relationships between Employees and Employers

- Flexible relationships can be developed between employees and employers in the organisation.
- A flexible relationship between employees and employers will benefit to achieve the satisfaction level and retention of employees (Austin-Egole *et al.*, 2020).
- Due to this employers can effectively retain talented employees in the organisation which will leverage the overall organisation's performance.



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Factors influence the relationship between employees and employers

- Effective communication is essential to build positive relations between employees and employers as it will leverage to have a clear understanding between employees and employers.
- Any issue that arises can be resolved by communicating between employees employers.

EMPLOYER-EMPLOYEE RELATIONSHIP



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- Employee engagement can influence the relationship between employees and employers as lower employee engagement will affect the relationship (Wood *et al.*, 2020).
- It is because both employees and employers will lack to work together to meet the set organisational goal.
- For instance, employers practising employee engagement programmes will ensure effective practice for engagement between employees and employers.



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Personal opinion

- In my personal opinion, it is beneficial to develop a positive relationship between employers and employees.
- It can be done by providing adequate training and development to employees
- It will benefit employees get career growth and develop knowledge which will ensure a positive relationship get developed between employees and employers.



Conclusion

- The above discussion highlights wider knowledge of the human resource profession involves various roles and job responsibilities.
- It also involved the description of the employee and employer's relationship along with factors influencing the relationship.



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Reference list

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- ¹ Bratton, J., Gold, J., Bratton, A. and Steele, L., 2021. *Human resource management*. Bloomsbury Publishing.





Assessment 1

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