Importance of Human Resources and its Functions by Stuart Owens

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Human Resources are one of the primary departments that most companies have. Human Resources deal with the employee rights from hiring to firing. However, the concept is misunderstood most of the time. Apart from Hiring and Exit of the employee, human resources also look after the welfare of the employees in the company. Human Resources help in resolving issues relating an employee and management. It also looks into job references and administering employee benefits. While all the organizations have people, it has human resources as well.

Hence it is at times good to say that human resources and people go hand in hand. For one to thrive in the human resources department, then the person needs to have a good rapport with people in the organization. The person who is capable of maintaining friendly relationships with people is suitable to be in this department. Human Resources involve leadership skills, understanding capacities and Decision making. All these three are most essential. People who have completed their human resources are trained in these aspects and know well about these concepts well in advance. Hence it becomes easy for them to do their tasks perfectly when they are working in an Organization.

The human resources functions include a variety of activities. The first process of human resources is the hiring process, in other words called the staffing. It is essential for a human resource person to know which kind of staff is required for an organization or a particular department where there are multiple departments in an organization. A certain department might require contract employee while the others might need permanent employees. Based on these necessities there are different forms that are required to be filled.

During the process of an interview the human resources ensure that they get the right candidate for a process. Ensuring good performance by the employees is also a responsibility ensured by the human resources. For this there are circumstances where the human resources person has to talk to a particular employee about their performance. The discussion involves matters relating to the employee, whether personal or official. The employee can have a free discussion with the human resources pertaining to matters concerning them either at the office or outside. To keep it precise the discussions between an employee and HR could involve topics like compensation and benefits, employee records and personal policies.

Another important aspect that the human resources have to cover is the policies. This is one of the primary functions of this department. It is its duty and responsibility to ensure that the employees in a particular organization follow certain rules and regulations. This could in return keep the morale of the company. While most companies have common rules that are followed globally, there are certain policies are inculcated by a company for the benefits of its employees. Not all the policies are considered serious; however, the breach of certain policies in the company could lead to an employee termination without even a warning. Hence it is the duty of an employee to ensure that the polices are followed very seriously.

If we look into the trend followed by the human resource management, with the advancement of technology there has been a tremendous improvement over the last twenty years. Today, there are lots of programs that feature on our television about human resources. Few of my watch some of these programs often featuring on their Dish HD. One of them certainly shows shared his thoughts about talented management. He said that this phrase is used to refer talented and high potential employees. Probably this could be one of the human resource categorization of employees.

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Stuart is a freelance writer who has written articles on various topics. One of his friends watched programs relating to HR Management featuring on his a Dish HD. Stuart like to share some of his friend ideas in Human Resource Management.

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