Article published on March 21st 2012 | Management

A consultant hr basically has a myriad of duties and responsibilities. Normally, hr consultants are outsourced professionals who offer direction to a companyâ€™s staff or human resource department. A number of human resource consultants are recruited to manage hiring and staffing, carry out performance appraisals and establish compensations as well as employee benefits. They might also be tasked with staff training plus development, participate in personnel and labor relations, guarantee safety and wellness and shoulder responsibility for hr research.

Companies and organizations usually hire the services of consultants to perform a specific duty. For instance, a consultant hr might be recruited to determine the drafting and staffing practices of a company to allow the business to hire the services of excellent workforce. This might entail drafting job descriptions for every job opening inside the company on top of specifying the experiences and performance criteria for all jobs.

When a company wants to hire a staff, the hr department basically lures competent applicants through advertisements, vets the candidates and interviews shortlisted applicants. The human resource management department then opts to handle the recruiting process or refers the shortlisted candidates to proper line managers who then make the ultimate decision on whether or not to hire the shortlisted candidates. At times HRM consultants are requested by companies to assist in the recruitment process or guide the hr staff on how to go about the process of hiring prospective employees.

Consultants hr might also be hired by a company to generate formal evaluation mechanism. This system assists managers to analyze the performance of their staff. Regular evaluation can be crucial since they allow the HRM department to establish which persons deserve to be promoted and be rewarded for their hard work to the company.

An organization that is struggling with increased operation costs and are thinking of retrenching some of their staff can also hire the services of consultant hr to assist them with the process. Usually itâ€™s much simpler for a person from outside the organization to assess who needs to be retained and who needs to go home. This is because a consultant hr is not well conversant with the requirements of full-time personnel. Moreover, external hr consultants might be in a good position to better assess which titles are important and redundant.

Consultant hr might also be important in assisting the creation of guidelines for just and equitable, lawful and ethical compensation of employees. This help might consist of structuring benefit perks in the form of insurance, vacation, pension and sick leaves. These perks are aimed at offering a staff-driven, high performance culture which is affordable. External hr consultants might be more acquainted with legal guidelines as well as industry standards. Therefore, they are well positioned to make decisions regarding such matters such as employee retention and retrenchment.

Other functions which are usually performed by external hr consultants are employee training and development. The consultant hr might come into an organization to guarantee that newly hired staffs have the needed skills, attitudes plus knowledge in order to do assigned jobs effectively. In addition to training newly recruited staff, consultants hr are tasked with equipping existing staff with new expertise and knowledge which will allow them to increase their present skills.

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Article Keywords:
Consultant hr, consultants hr

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