

Importance of Human Resource Management

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Abstract

The business is dependent on its manpower for its growth and development along with its future sustainability. Human Resource management plays a major role in this process where it concentrates on the most important asset for business, manpower for their development and growth. Further, this also plays a key role in determining the resource allocation for the jobs and is the key resource of skills

either by recruitment or internal talent development to keep the business. My contribution in accessing and making a distinct pathway for the HR functions in business is to be seen in this report. In the days of technological addition and global business development, the initiatives that a business needs to take, in the researcher's view is also portrayed.

Keywords

Human Resource Management, Training and Development, Recruitment, Talent

Management, Process Induction, Skill Development, Cost Competence

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Introduction

In the field of business, Human Resource Management (HRM) has a big role to play as a strategic partner of the same. It is concerned with managing, intake, development and making a growth strategy

for the people's career development are the key to its major activities. All the HRM handles people-related issues of the business, hence its strategic importance is immense for the business and its success.

Existing Techniques of HRM

Activities of HRM can be segregated into two parts like functional and strategic. The functional scopes that the department have are recruitments, identification and making arrangements for the needed training, employee welfare, and relationship management and making people aware of the policies and processes of the business which need to be followed. The recruitment demands suitably skilled manpower intakes in the business while training includes induction and meeting the existing needs of the staffs with new process and skill development training. Employee welfare by the legislative guidelines and development of knowledge

in a safe, productive workplace falls under the functional preview of the business (Heglan, 2016).

The roles of the department in business are termed as executive, audit, facilitator, consultancy and service roles. In the executive role, the HR is the area where the department works as a specialized role in managing people in business. While in capacity management, the department would check existing policies, like health and safety norms, appraisal and career management processes, training like eventualities, and so on. Those are key for business planning and action on the role as

subjected by the business. While facilitating the department helps other departments to achieve their goals and objectives as laid down in the HRM policies where the role of communication and training plays a major role in making all aware of the delivery targets and issues

about it. The role of the consultant is where the business managers get specialized manpower related advice to the business leaders and departmental managers about how to handle the manpower within (Bbc.co.uk. 2016).

Researcher's contribution

The services that the department provides in the business serve as the information provision to raise awareness and inform departments about their personal roles and goals are accessed. The Processes adopted to make people aware if there is a change in policies of operations or people related issues were monitored. Further, the study was conducted on how the Human resources are the extension of business which evaluates the value of the human capital to get an indication of what the current manpower can generate and apply to enhance the business scopes. This gives an idea of the cross-functional duties of

any personnel, improvement of skill program development, training need identification like issues (Boxall, 2011). HR controls the cost of Human Resource in business as a strategic partner in the business. Then, it can measure the manpower budget such as which job have extra manpower, which doesn't have the same, where people is needed and with what the HRD evaluates skills. Thus, it has to study the labor market, legal norms, availability of the workforce, the need for new recruitments, maximum utilization of the current manpower; healthcare and staff development budget making are part of it.

Results achieved

Thus, the salary and skill analysis done by the business helps in getting the best manpower at the business site with skill development programs. The cost of manpower in the business is HRM process and operating process oriented. Thus, they may take in the best manpower in, at the right price for the right job. This is the key for every HR department in the business was learned from the process (Eldridge and Nisar, 2012). Grievance management, workplace condition improvement for better job satisfaction and healthy working atmosphere are the key roles that HRM plays in business. The team building, conflict resolution, people to people coordination can be achieved by putting proper HR processes in place. In the days

of International business development, the management of diversity in the workplace is also key to its functioning which may bring in the best of work outputs for the business. Hence, employee satisfaction and retention of talent is key to the processes or job of Human Resource in a business which remains a key to business growth, sustainability, and innovation. The better skills save cost of operations, which in turn does a lot of cost savings for the business. The schemes or techniques use by HRM can be many to recruit, but the best way which saves cost and brings in the best of people in the business depends on the strategic approach of HRM towards recruitment (Parboteeah *et al.*, 2013).

Conclusions

The HRM in the business plays a key role in its strategic objectives by implementing the people-oriented services in the business. This is a great way to improve the brand image of the business amongst the employees who forms the key to its

future sustainability and growth. The retention and cost of employees are reduced with the best HR practices being adopted in the business. The HRM is thus important as it aids the business to reach its targeted limits with greater efficiency.

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