

Capabilities of human resource manager

Profession, Manager



BUSINESS DRIVEN:

Significant to the attainment of organisational strategy is the contribution of human element of the organisation. Hence the effective management of human resources is a fundamental part of organisational prosperity. The business-driven capability in its broadest sense is concerned with performance outcomes, expertise and competent know how that is required to collect, analyse and communicate information and to use that information to thrive and maintain efficient working interconnection and networks. (Ahri. com. au, 2018)

Significance to a Human Resource Manager:

HR managers being in a sophisticated position needs to understand the importance of good sustainable practices and ensure the need to make the best use of people. This includes the entire comprehensive process of recruiting, selecting, training and rewarding personnel. This capability is important for HR manager as it is thoroughly correlated with organisations' strategic goals and business objectives to improve business execution and flourish organisations norms and practices that foster innovation, versatility and competitive advantage. Business driven capability is basically linking HR practices with long-term objectives i. e. policies on the conduct of the business performance, risk assessment and quality measures that include analysis of both internal and external view of business. i. e. The pursuit to deliver superior services, but also the need to provide first-class customer service. As a case in point, inpatient hospitals are presently required to report their performance on an established set of clinical quality measures

which helps in performance appraisal. (J. SCOTTI, PH. D., HARMON, PH. D. and J. BEHSON, PH. D., 2018)

However, HR managers significantly try to emphasise this capability to enhance employees' productivity and to recognise crucial HR areas where rational strategies can be implemented in the long run to boost the overall employee motivation along with productivity. (Bagga and Srivastava, 2014)

Possession of this capability in my life:

I always try my best to align my personal goals with Harvey Norman the place I work in. I clearly specify to myself the goals and objectives that I must achieve without creation of conflict and breach of my duty. I define my objectives and targets to be SMART, specific, measurable, achievable, relevant and timely (Hr. wayne. edu, 2018). to enhance teamwork and engagement at work. If I face a hardship I try to reach the highest level of authority and amend that mistake so that its not cascaded down to other areas of business. Goal alignment is an influential management tool that not only clarifies job roles for individual employees, but one that also demonstrates to workers their ongoing value to your organization. When you engage employees with their work through goal alignment, they become more committed to the company and achieve superior performance.

Ethical and credible activists:

Ethics concerns an individual's moral judgements about the right and wrong. (Blogs. accaglobal. com, 2018). Human resource personnel should be both credible activist and ethical, possession of these attributes brings the most

value to the organisation and makes it enjoy competitive edge from its rivals. HR professionals who are credible, but not activists, are admired but do not have much impact. Those who are activists but not credible may have ideas but will not be listened to because of their reputation in company. HR managers should enforce a transparent way of communication from the highest levels of management to the lowest levels and must ensure the operations are consistent with the codes of conduct. A competent HR professional should progress through all these capabilities together (Gurchiek, 1993).

Significance to Human Resource Manager:

HR managers that are ethical, influential and trustworthy can bring significant advantages to an organisation. HR managers working in responsible manner will attract a wider customer base towards the business as the key professionals are working towards the attainment of more sustainable outcomes that is beneficial for the company as well as entire society (suresh, 2011). On the other end credible and influential managers maintains loyalty towards themselves as well as others they try to avoid conflicting interest to others which allows lucrative investors to invest in businesses and believe that their money is being used in a sustainable manner. Thus, maintaining the reputational asset of organisations. The rapid emergence of globalization and flexible manufacturing practices places even wider responsibilities on HR managers to promote fairness and justice in all spares of their operations. Earning credibility strengthens HR to motivate their teams, build consensus, and eliminate conflicts. It is important that HR

managers have well developed understanding about the strategies of organisations and build a utilitarian approach for setting the priorities that are adhering with the best practices (Gately, 2018).

Possession of this capability:

Credibility is the key of being believed in by people whether it be work or normal day to day life. Being ethical and credible can help successfully achieve organisational objectives. Working as a sales representative at Harvey Norman and dealing with customers daily enables me to implement this capability throughout my entire day and fortify a culture of teamwork, allowing me to achieve my individual personal and collective goals. Thus, Credibility and observing ethical norms therefore impacts organisational performance of Harvey Norman. If I lacked this HR capability I wouldn't be able to achieve my targets efficiently. It's the degree of being ethical and credible activist that I contribute in my work which helps enhance my motivation. I stick to my targets and commitments rather than being uncertain which is a sign of being deceitful. I try to Avoid arrogant behavior about my accomplishments to everyone which maintains hard work and integrity in my team. I Try to be rational by conveying the true information to the customer so that credibility is not undermined.

Expert practitioner:

No matter what profession an individual works in its important to be expert in that work, to achieve this each individual needs to possess wide variety of skills. Human resource managers must possess strong communication skills

so that they are better able to convey their message from top to the bottom layers of organisation. It is always difficult to deal with conflicts of interest between various groups of stake holders. HR managers having strong conflict resolution skills together with tools of persuasion and negotiation will significantly help managers to quickly think critically and resolve the arising conflict competently (USC Online Communication Degree, 2018). other attributes to be an expert include being charismatic, open minded, adaptive, sociable and risk taker inclusion of these skills in a manager would definitely make him a competent individual to deal with the biggest issues that might arise in operations (Reinold, 2018).

Significance to a Human Resource Manager:

Expert performance involves the acquisition and use of sophisticated feature-event relations in the functioning environment. Competent nonexperts, although knowledgeable, possess fundamental cue associations in memory. Thus, they cannot respond as efficiently or as reliably as their expert counterparts, Being knowledgeable, skilled and proficient will help bring value added HR services and tools to meet organisational necessities and progresses overall performance of the organisation (Web. a. ebscohost. com. ez. library. latrobe. edu. au, 2018). Expert practitioner capability Works with other zones of the organisation to confirm HR policies and practices. It even helps managers to Create a unified viewpoint of the organisation and pinpoint leverage points where HR can add value to enhance the overall performance of departments which will in turn lead to profitability of organisation.

Possession of this capability:

I am a hardworking diversified learner i try to give my best in all chores of life. The extraordinary qualities that I possess at my work differentiates me from all other sales persons. Sales has never been an easy job. It is largely dependent on an individual's potential. However, best performing salespeople flourish without assurances. Similarly, to me each probable transaction is a challenge that I've to pass through to remain competitive. I memorise things easily, and have expertise on product usages, mechanism, and manoeuvres. Because of this diversified knowledge about products make me stand out, as best salespeople don't have to sell themselves, they simply have to present the data the customer needs to comprehend. I try to take notes on what products have been sold where the glitches have been raised, and what problems are still heightened, which helps me to keep a good track on all my sales and maintain customers base and loyalty in the long-term. Thus, helps me develop a bond of trust between the customer and me.