

Employed in well-reputed companies

Business, Human Resources



From the responses of all three of them, I could assess that they generally try to maintain a very nice relationship with HR professionals. They do not happen to see the HR professionals on a regular basis, though whenever they do, they talk to them very nicely and tend to remain in the good books of the HR. Specifically, my cousin's response was somewhat interesting. He said, " Either you don't see the HR professionals too much or you interact too often, but in the second case, you should be sure that you know what you are doing!" I think one should maintain a balanced relationship with the HR professionals and should interact when necessary, but obviously nicely. They had mixed perceptions of HR. My sister said she was like friends with them. My uncle said, " They interfere too much but you don't mind since they are only doing their duty." My cousin said he thought of them as monsters that often hammer his head in his dreams. He said he got nervous whenever some HR professional passed by because the HR professional might be spying on him in which case, the result would show up in the performance appraisal process. I agreed more with my uncle's response to the question of perceptions about HR professionals.

The function of HRM is extremely important for an organization because it serves as the skeleton of the organizational system. I personally feel interested in the authority and superior impression of the HR professionals on other workers. The HR department is the second name for the quality control (QC) department, which is " the terror" for most people. Since I am quite skilled in planning software, I know how to organize things well and keep track of matters, I think I would best be placed in the administrative role of HRM. Performing the strategic role would be a bit of a challenge since

the HRM has to maintain a balance between top management and the workers, which occasionally becomes difficult to achieve.