

Human resource management roles hcs 341

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Human Resource Management Roles Human Resource Management (HRM) is the function within an organization that focuses on recruitment of, management of, and providing direction for the people who work in the organization. Human Resource Management can also be performed by line managers (Heathfield, S. M.). Human Resource Management is the organizational function that deals with issues related to people such as compensation, hiring, performance management, organization development, safety, wellness, benefits, employee motivation, communication, administration, and training.

Human Resource Management is also a strategic and comprehensive approach to managing people and the workplace culture and environment. Effective HRM enables employees to contribute effectively and productively to the overall company direction and the accomplishment of the organization's goals and objectives (Heathfield, S. M.). Planning Human resources managers try to project how many employees will be necessary. They look at how many good workers are staying with the company and how many leave.

Ideally, they want a low turnover ratio, where more people are staying than leaving. Planners try to identify good workers from the applicant pool, and use them to replace people leaving the company. The ultimate goal is to increase highly skilled and experienced personnel each time there is turnover. If a company is going to reduce employee numbers, planning tries to look for positions that could be trimmed without harming the company. Pay People in human resources management keep updated on pay and employee tax laws.

They negotiate salary and wages with an applicant as well as bonuses, merit-based awards and commissions. Other pay areas they work with include retirement, life insurance, health insurance, vacation time, sick leave, disability insurance and stock ownership plans (Felix, J.) Training Human resources personnel coordinate employee orientation; new hires learn their rights, responsibilities and the company's physical and organizational structures. Training and development builds new hires into proficient workers.

As employees gain experience, they receive supervisor, management and leadership trainings. Training happens both on the job and in formal classroom instruction. Employees can end up at a leadership or management academy outside their company (Felix, J.) Laws and Regulations Employees receive manuals and handbooks as soon after they're hired. These books contain the company's laws affecting the employee; and the company's expectations for the employee. Human resources personnel review and process firing requests, as some states make it hard to easily fire an employee.

Some states are " at will" employment states; employers can terminate employment for any reason. The employee can also quit for any reason. Human resources personnel coordinate ethics training and enforcement. They hold this kind of training to reduce business fraud, mismanagement, and insensitivity toward other cultures, races, religion and gender (Felix, J.) Wellness The Human Resources department coordinates wellness programs

such as drugs, diet, exercises, health, ergonomics, diversity, spirituality and employee harmony.

Reducing mishaps in the workplace, and reducing diet and habit-based sickness, helps improve productivity. An organization has to pay worker compensation and health insurance. Wellness programs reduce sickness and injury in the long run, saving the company money while getting more out of the worker (Felix, J.) In conclusion, human resource management is very vital in any job field that you go to. Human resources are forever changing as we develop new technology, new laws and regulations, new innovative ways to deal with employees, health and wellness, etc.

The greatest future challenge for the field will be the continued integration of management with other theories to address socially relevant issues as life becomes more complex and diverse. References Felix, J. (n. d.). About Human Resource Management. Retrieved from http://www. ehow. com/about_4796612_human-resource-management. html Heathfield, S. M. (n. d.). What is HumanResource Management? Retrieved from http://humanresources. about. com/od/glossaryh/f/hr_management. htm