

The role of the hr function regarding the management of people within an organiza...

[Business](#), [Management](#)



What is the role of the HR function regarding the management of people within an organization?

HR function plays a fundamental role in managing people within an organization. Human Resource Management (HRM) is basically defined as the consistent and planned approach to manage the most important asset of any organization i. e. the workers. People in an organization help it achieve the goals. Role of HR function in management of people can be estimated from the fact that the term “ HRM” and “ personnel management” are used interchangeably. HRM assumes such responsibilities as recruiting, establishing, compensating and maintaining the employees within an organization. All of these functions fall into the domain of management.

What is the role of the first line supervisor or manager in managing people within an organization?

First line managers in an organization are the most directly related to the workers as compared to top managers and middle managers. Quality of work is reflected in the performance of workers that are practically involved in the work, and work at the lowest level. It is the duty of first line managers to manage their assigned groups of such lowest level workers. First line managers check the workers' attendance, arrange transport for them, arrange for their lunch, and such other aspects. By fulfilling their responsibility of managing workers directly involved in the work, first line managers play a cardinal role in the management of people.

Who is responsible for ensuring all HR policies and practices are implemented within the organization?

The Director of Human Resources ensures the implementation of all HR

policies and practices within an organization. The DHR provides expert advice over several matters related to HRM that include but are not limited to managing workers' issues, developing and implementing HR policies and practices, facilitating the hiring of talented candidates, identifying training needs and taking measures to address them. Being the Director of HR, he assumes prime responsibility of getting the HR policies and practices implemented. The DHR gets the job done by assigning specific tasks to particular Human Resources Managers (HRM) all of which make part of the implementation process of HR policies and practices.

Who is responsible for the performance of employees within an organization?

The Human Resource Manager (HRM) is responsible for the performance of employees within an organization. The process of performance management of employees comprises planning of the goals for individual employees and establishing expectations for them, supervising employee performance, improving their job conditions, reviewing and commenting on their performance, rewarding them for display of good performance and penalizing them for display of poor performance (Vitez). All of these functions fall in the domain of performance management of employees. The responsibility of employee performance management rests with the HRM who also assists the DHR in taking practical measures to improve the workers' skill through providing them with training. "Preparing and maintaining a company employee handbook is often the province of Human Resource management" (Tatum).

What is your basis or rationale for your answer to these questions?

My basis of rationale for these answers is my practical experience, formal learning in school and the information I retrieved from secondary sources. I have worked with a company, and observed that the duties I was asked about in these questions were performed by the very people that I have named. Also, my realization was supported with my knowledge about the duties of various personnel involved in the HR Department.

Works cited:

Tatum, Malcolm. "What is Human Resource Management?" 2011. Web. 30 Jan. 2011.

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Vitez, Osmand. "What Is Employee Performance Management?" 2011. Web. 30 Jan. 2011. .