

Assignment example

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



Assignment Tasks Performed By the Human Resource According to the three respondents, the human resource performed the overall role, the business partner role, and the policy formulation and implementation role. The overall role entailed all the roles performed by the human resource (such as recruitment, training, and advisory services). The business partner role entailed the implementation of business strategy and running of the business.

Respondent's Interaction with the Human Resource

The main interaction of the respondents with the human resource was based on advisory matters, raising of issues and training services. For instance, the main interaction of one of the respondents (from the health industry) with the human resource was through training. The rest of the respondents interacted through seeking advice and raising issues or concerns.

Respondent's Perception of the Human Resource

Only one respondent had a positive perception of the human resource. He believed that the human resource was a crucial element in the smooth running of the organization. Services offered by the human resource such as training had transformed the outlook of the organization. The other two respondents had a negative perception of the human resource. According to them, the human resource had little or no function in the function. Their perception was based on the fact that most of their concerns were not adequately addressed by the human resource.

The Significance of Human Resource Management Function

In the health sector, human resource management function cannot be underestimated. The human resources seeks to enhance the patient's

satisfaction and the quality of services. Quality in health care is defined in two ways; sociocultural quality and technical quality. Technical quality entails the impact the available health services can have on the overall health condition of the population. Socio-cultural quality refers to the level services' acceptability in order to satisfy the patient's expectations (Howard et al. 3). The above mentioned functions are performed by the human resource, and they cannot be run smoothly without their intervention.

Individual Interests about Human Resources

Formulation of a better strategy to manage the organization functions is one of my interests in the field of human resources. Health sector is faced with many problems that require the assistance of a human resource manager. Some of these issues include workforce training issues, and health care workforce composition and distribution. My interest will be to solve these issues in the position of a human resource.

A Role I Can Perform Well and One, Which Can Be a Challenge in Human Resource

The role I can perform well in human resources is the operational and employee advocacy role. Employees face a number of problems that require the intervention of the human resource. This is because I am capable of taking into consideration the employee's concerns and issues effectively. A role that can be a challenge to me is the administrative role. This is because the administrative role requires less time and input as compared to the operational and employee advocacy role. It will be a challenge, since I require a more involving role.

Works Cited

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Howard, J. M., Kabene, S. M., Leduc, R., Orchard, C. & Soriano, M. A. " the importance of human resources management in health care: a global context." Human Resources for Health 4. 20 (2006): 1-17. Print.