

# What is hr management

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



HR management What is the Human Resource function for a business? The function of Human Resource within a business is to build up the capabilities and capacity of its employees and staff so that they can achieve their full potential as they serve the particular business. To achieve this function, the Human Resource undertakes leadership and coordinates training and development in a business so that present and future employees are continuously trained to acquire a high level of skills. Hence, it can be argued that the Human Resource function is to contribute to the vision and goals of a business enterprise.

What value does Human Resource Management provide a business?

Human Resource can provide value to a business by seeking, interpreting, and anticipating changes that occur in the business environment with an aim of preparing and appropriate solutions to the anticipated changes. For instance, the Human Resource can anticipate impact of changes that may occur within a business' processes or workforce and work in tandem with the other management levels to understand and come up with creative and logical ways of responding to such changes.

What role do HR Professionals play in relation to the workforce of a business?

The HR professionals have a unique role in addressing pertinent issues that come up within the workforce of an organization. For instance, the professionals are strategically placed to advice and help the management of businesses in coming up with correct formulations of the workforce skills and attributes relevant for a particular task within their businesses. Also, the HR professionals can leverage on their quantitative skills to come up with

desirable programs that will ultimately improve skills, effectiveness, and capabilities of the workforce.

Who is responsible for hiring, developing, and managing employees in a business?

The Human Resource professionals and personnel are responsible for hiring, developing, and managing employees. The HR professionals put into use the skills of the employees into realizing the missions of the organizations. In order to achieve a well-balanced working environment between an organization, its workforce and optimum output, the personnel management will recruit, hire, and develop the qualified people. In line with their hiring responsibilities, the human resource personnel would also direct and encourage the growth of the employees in their organizations.

What do you believe is the mindset of most effective HR Professionals within a business?

The most effective HR professional within a given business is one who possesses a strategic thinking mindset. Thinking strategically means that the HR professional will help the company to translate the visions and goals of an organization from statements on paper to specific actionable goals that an organization can measure. Strategic thinking mindset involves setting well-prioritized goals and employing effective communication.

Communicating with upper management and workforce leads to better resolution of workplace conflict and relaying of information within an organization.

What do you believe is the mindset of least effective HR Professionals within a business?

The absence of career commitment to their HR career is the least effective mindset of HR professionals. HR professionals are in charge of identify talents and recruiting qualified workforce for an organization. However, if the same professionals who are in charge of hiring and training of staff lack the commitment to their careers, then they would lack the competency of recruiting employees with the right skill set and capabilities. Furthermore, HR professionals with such a mindset lack the drive to develop aggressively and further their careers leading to stagnation and loss of interest in their jobs.