

# The importance of human resources sergeant in the profession of arms essay sample...



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The Human Resources Sergeant plays an indispensable role in the Army Profession of Arms. We have to understand that the core responsibility of our role in the Profession of Arms is gained through first learning about the Profession of Arms. The Human Resources Sergeant in the Profession of Arms has to balance several roles such as an HR Sergeant in the Profession of Arms, leadership role and also supporting the Army's culture. Through it all, one should have many attributes of a great professional leader, leadership skills and the "Be, Know, Do" qualities to even be considered a professional Army leader.

The U. S. Army is a great organization and is even more dignified through designation as a Profession of Arms. Every great organization has an even greater human resource management as the cornerstone of operations. In the Army, Profession of Arms, the human resources management leaders are Human Resources Sergeants. Human Resources Sergeants help manage the greatest assets of the Army as a Profession of Arms.

## Discussion

All organizations generally have three primary types of assets divided between physical capital, financial capital and human capital. Physical capital such as property and equipment is expertly managed in the Army by Supply Sergeants, expertly trained and titled 92Y. Army financial capital is any monetary asset, accounted for by comptrollers and qualified 36B, Financial Management Sergeants. Human capital is the Army's greatest asset, with an all-volunteer force of Soldiers. These Soldiers rely heavily on the mid-grade noncommission officer human resources leaders for personnel

and pay actions. Management of the greatest asset in the Army distinguishes the Human Resources Sergeant as gravely vital to the Army Profession. The Human Resources Sergeant's role in the Army Profession is critical to sustaining the Army as a Profession of Arms, responsible for assisting the profession's leaders in the balance of the profession, and upholds the Army's professional culture.

### What It Means To Be a Profession

The Army embodies what it means to be a profession. A profession is levels above work of menial labor. The Army is a community of well-trained Soldiers and competent leaders. The expertise of each Soldier in their respective vocation and the extensive knowledge base of Army leaders aligns the Army with other prestigious and professional communities of scholars. Designating the Army as a Profession of Arms initiates a barrier to entry, establishes an air of superiority and eliteness. This designation means the Army's Professional Soldier must meet, maintain or exceed certain expectations by personifying attributes of highly revered by the American society. "The U. S. Army's professional Ethic is built on trust with the American people," and in the return of "this trust, the American people grant significant autonomy to us" (Training, 2010, p. 2).

### The Balancing Role of the Profession's Leaders

All professional communities and societies of work must have checks and balances, to ensure proper existence and operations. "The Army's degree of professionalism has waxed and waned over the years" and without checks and balances the Profession of Arms would gravitate away from "the shared <https://assignbuster.com/the-importance-of-human-resources-sergeant-in-the-profession-of-arms-essay-sample/>

attitudes, values, goals, and practices that characterize the larger institution" (Training, 2010, p. 3, 9). Human Resource Sergeants assists the profession's leaders in balancing the profession by " personal development, evaluation and certification, and assignment and utilization processes in ways that motivate aspiring professional as they progress through a career of service" (Training, 2010, p. 9). Checks and balances are essential to maintain balance and sustain any profession. The Profession of Arms key attributes and ethics system checks strategic leaders, strategic leaders check Soldiers, and Soldiers check the system to maintain balance in the profession.

### The Army Professional Culture

The Army's professional culture is " the spirit and soul of the body...the glue that makes units and commands distinctive sources of identity and experience. It is essentially how we do things around here" (Training, 2010, p. 9-10) ...The Army's culture is built around the framework of the Warrior Ethos, Army Values, The Noncommissioned Officer Creed, and mottos. These statutes remind leaders of their left and right limits while guiding Soldiers to dedicated service in the Army. The Adjutant General (AG) Corps' motto of " Defend and Serve" directly impacts the professional culture. Human Resources Sergeants exemplify the AG motto and are guided to defend the culture through service to Soldiers and units. Human Resources Sergeants, according to FM 1-0, provide HR services to " include essential personnel services, postal operations, and casualty operations" (FM 1-0, 2014, p 1-17).

Without HR services to take care of Soldiers, they may lose their

professionalism. The Army's culture justifies its professionalism, and <https://assignbuster.com/the-importance-of-human-resources-sergeant-in-the-profession-of-arms-essay-sample/>

ironically the professionalism sustains the culture. The Army's culture is analogous to perpetual motion where it will continue indefinitely. The endless development of professional Soldiers groomed by the culture preserves its highly revered professional culture.

## Conclusions

In conclusion, we all know that the Human Resources Sergeant plays a very important role in the Army Profession of Arms. Our role in the Army Profession is critical to sustaining the Army as a Profession of Arms, responsible for assisting the profession's leaders in balancing the profession, and upholding the Army's professional culture. Overall the Human Resources Sergeant in the profession of Arms purpose and intent should be to enhance and reinforce the Army's strength and making it stronger.