

Free essay on the most critical learning points

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While I have learned a lot from the studies of this period, there are three central points that I have learnt with regard to human resource management, performance and career development. These points qualify as the central learning factors because they enrich my knowledge of the human resources while helping me develop my career. The first critical learning point is the reality that HR support is quite essential in the contemporary business world (Setzer & Performance Point Solutions LLC 6). The key learning is that, HR critics can pull down the organization in terms of achievement of the strategic goals. Supporting the human resource function gives the organization competitive advantage.

The second critical learning point is that performance is the most important aspect of career planning (Saiyadain 254). Performance provides a way through which a person can evaluate himself along his or her career path. The key learning point is that performance appraisal can be done at personal level. Appraising oneself may entail writing a list of targets, and trying to assess the progress towards attaining such targets. This enables a person identify his weakest and strongest points, hence act accordingly in a timely manner.

The third critical learning point is that HR strategy constitutes the mission of the organization. According to Mayhew (1) there is a close connection between HR strategy and the Business Strategy. By definition, business strategy refers to the tactics that a business intends to use in attaining the vision. Such tactics are usually the defining factors of the mission of the organization. The key learning point therefore is that HR, to a great extent defines the mission of the organization. It therefore follows that for proper

accomplishment of the mission, human resources ought to be handled in a proper manner.

Overall, the most important learning point is the fact that human resources are the blood and bone of an organization. The key learning point here is that the bare survival of the organization depends upon the wellbeing and proper treatment of the human resources. For this reason, Saiyadain (167) argues that human resources should be given prominence in business planning. With a healthy human resources function, business success is not far from being attained.

Works Cited

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