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Management

What are the four key roles for HR departments made by Ulrich in the readings for this week? Which ones does your organization do well, and which ones, not so well; with what consequences?

Human resource management is another crucial department within the premises of the organization that plays a foremost role to attain competitive advantage. It can originate effective methods to execute numerous functions of an organization that is integrated to establish favorable employment relationship. The Human resources are engaged in providing labor regulations, hiring and firing, performance evaluation, ascertain fiduciary relationship, compensation and dealing with employee issues. Human resource activities are usually executed by HR managers that aim to achieve the prescribed milestones and goals for the success of the company. The operations that are performed by managers are mainly comprised on groups such as managerial functions and operative functions. Management functions are based on primary functions that are performed by HR managers within their ability as managers or leaders of their department. But, as a matter of fact, all the managers regardless of their department can perform these functions. Similarly, operational functions are the core activities of human resource department which is typically performed by HR managers for every unit of organization. These features are equally important since the absence of human resource; the company will be unable to meet the basic needs of management and employees.

The functions and roles of HR are extremely important for the sake of the company and it is one of those things on which the entire productivity of an

organization depends upon. There are a number of authors who have highlighted the key roles of the HR department and among them; the name of Ulrich is one of them. Ulrich in his book “ A New Mandate for Human Resources” mentioned a number of roles of the HR department and according to this particular reading, there are four different roles of HR department

- Becoming a Partner in the Strategy Execution
- Becoming an Administrative Expert
- Becoming an Employee Champion
- Becoming a Change Agent

I have been working with an automobile company, and the role that my company is playing in this regard is becoming an Employee Champion. My company has an effective approach towards their employees and provides all sorts of effectiveness to them, including the intrinsic and extrinsic rewards, as well. The company’s management has a human factor and can focus on the needs of their employees accordingly and effectively. The thing or role, in which the company is lacking, is becoming a change agent, as the company is not effective in terms of adopting change in the company that is now become important in order to catch up the growth through globalization and advance technologies.

Ans-15 (B)

Which of the best HR practices in the “ most admired companies” would have the most positive impacts in your organization and why?

Human Resources Manager is also liable to make sure that managers from different subdivisions use policies directed by human resource and

procedures adopted across all business units. This helps to develop a team across different partnerships to support business goals and objectives. In order to meet the challenges and aims of the business in an effective manner, the best HR practices are the only methods that make a difference in achieving goals of the enterprise. When consistent with the company's mission statement and goals, these practices can solve many personnel problems that can potentially impact on the business. Following are some of the best practices that HR management can apply for fruitful outcomes include:

- The first and the foremost one is that, the department should endeavor not just show them as a proactive and organized in front of new staff, but they should give them a warm welcome as they are the first one to welcome new employees, and reflect positive impression
- The Hr management should pursue standarFd maneuver procedures to address basics like job description, attendance criteria, and communication methods to newly hired employee
- The implementation of transparency based culture is very effective and at the same time stressing one from the company's perspective during interviews.
- After establishing suitable policies and measures, the first thing is to ensure that the HR should be unbiased and consistent in the implementation among employees. Not destroy your respect like playing favorites perception (and how things could be considered sensitive)

After setting up appropriate policies and procedures, be sure that you're enforcing these rules fairly and consistently across all employees. Don't play

a partial role as playing favoritism game that reflects the negative impact over the image.

Organizations always try to enhance the productivity with different angles and every department has to play their role in the same jurisdiction.

Employees are known as the backbone of an organization and companies cannot ignore them from any aspect. Among a number of departments that deems extremely importantly for the sake of the organization, the name of Human Resources (HR) department is one of them. There are certain qualities that have to be there in the company to be in the list of Most Admired Companies (MAC), and the quality which I liked the most under Valuing Human Capital (VHC) is Ability to attract and retain talented people. This particular quality and stance has a positive and astounding impact over the financial and strategic position of the organization and top notch companies always try to use this particular strategy in order to compete with other organizations operating in the same line of business. Retention of talented people is a perfect strategy or practice which usually found in the multinational organization. It also impacts in my organization as well, as the level of productivity have increased considerably well by retaining talented and key employees in the company.

Which points made by Keith Hammond’s article resonate the most with you, and why?

There are four different points which have been highlighted by Hammond in his article “ Why We Hate HR”, and the point which resonate me that HR isn’t working for you. The main reason behind the same aspect is that the HR department would work only for their own betterment, and they cannot take

any decision on the basis of customers because they don't have any relating authority. All of the decisions of pertain to employees including their salary and other benefits would have been considered only if the management permitted the same. The article of Hammond is perfect in terms of human resources practice and how to overcome on the challenges of HR.