

# [Human resource officers and managers](https://assignbuster.com/human-resource-officers-and-managers/)

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Human Resource Officers and Managers play a special role in a company or establishment whether it is a school, bank, factory or a firm. They are the ones who screen the aspiring employees of the company. The Human resource officers are the judges in the company whether an applicant has the qualities fitted for the vacancies in their companies. Nowadays, according to the article I have read, there are many changes that happen in the positions of the employees, their roles and their functions in the group.

It noted that the changes undergone by the HR officers are not as grand as the other positions of the company. The changes that have gone with the HR officers may not be that big, but the article stated that the company or corporation, no matter how big or small it is must have at least an HR officer in order to have better communications with their heads regarding business matters. I think HR officers are designed to be the bridge of the heads to its subordinates. The HR officers must have the qualities like expertise in thecommunicationstrategies, managerial skills and the like.

HR Managers are now involved in the planning of the organization, setting marketing preferences and also for conductingleadershiptrainings and programs that will enhance its members and employers to the fullest regarding their works in the industry. There has been a problem to the increasing cost rate of the benefits for employers. Years after years, the benefits that the employers are receiving are getting more expensive, such as forhealthservices and the like. In the present times, the HR Managers must act on it in order to preserve the budgets and assets of the companies they are in.

Since employers already know that there are benefits while they are working, it is wrong to cut or halt the benefits they are receiving. Moreover, they might organize a union that could harm the existence of the company. Therefore, there should be ways in order to prevent such things to happen. Also, it is the duty of the HR Managers to help in the brainstorming of the ways to minimize the harm or should we say remove the harm for the company by the increasing benefits that the employers receive.

From the article “ The Chief Human Resource Officer”, it can be said that the demand for high quality human resource officers are really needed. The existence of these kinds of people will contribute to the increasing innovations of the companies in the world and might as well lead the company to new working skills that are essential in the workplace. Another article I have reviewed was from “ America’s Retirement: Voice” says that there really is an increase of the benefits that employers received such that of the health insurance benefits which is 8.

6% and the pension plans that are occupying the 4. 6% of the total compensations cost. Thus, the benefits mentioned are only for government employers. It said that the two major benefits received by retiring employers already exceeded other benefits that other employers receive such as with the paid sick and vacation leaves, and the other insurances issued for those employers who are not retiring. On the other hand, the private sector’s employers receive more benefits in their health insurances that comprise the 5.

9% of their payments and the other one is the Social security contributions that in turn get the 4. 9% of the total compensations. Since these benefits are really high, this is now, according to the article, local government officials tend to observe and give focus on it. I can see that the rise for the benefits for the employees happen because the old workers give higher quality product than the work and product of the younger ones. I remember one of my professor’s sayings that “ Quality is measured by age” which may be true in this aspect.

Older people might have gotten so many experiences that they already developed the skills that make them assets of the company. Moreover, the older workers only had the capacity to be of good quality since they have been in the company for years and they experience working in the company with or without the innovations. They are more flexible than the younger ones, so the company will of course give them high recognition and importance. The report says that there was a plan of the private sector employers to control the benefits that the retirees are receiving.

Their target year was 2003. They already modified their DB (Defined Benefit) plans in order to cater their employers still the benefits they deserve however in a controlled manner. In figure 5 of the report, the graph shows the decline of the DB plans, which is really big. It was a big decrease of the given benefits and they already achieved something out of their planned controlling of the benefits. I think employees are given the privilege to have check – ups once or twice a year in order to detect whether or not they are still fit for the job.

Many are already provided health care opportunities and insurances to avoid much leaves and incapacity for the work. Also, the health care insurances might give the option for the employers and employees to avail of the different supplemental foods that could help strengthen the employers. Indeed, HR managers are assets to a company. Even though from one report, I have read that quality HR members are not that easy to be found, and is a problem of some small businesses, it is really needed to have an HR manager with a star quality.

I think one way of managing the rising costs of the benefits employers receive is to select a highly recommended HR Manager who can facilitate the dealings of the problem. An HR manager that will give good strategies to solve the problem is in demand with this kind of situation. References Gaylen N. Chandler. Human Resource Management, TQM, and Firm Performance in Small and Medium-Size Enterprises. Entrepreneurship: Theory and Practice, Vol. 25, 2000. Retrieved 10 December 2007 from http://www. questia. com/googleScholar. qst; jsessionid= HdHXPtqRjpHmJQTb6Qy0HHS1MV14B3nmgqh2dqZ4v7FY26fb8xKP! -1609856024?

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