

Partnership between department manager and human resources

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Partnership between Department Managers and HRM Introduction Hiring workers has been identified as a primary role of the human resource department in any organization. Despite the existence of ability to tap appropriately qualified personnel, the role of the departmental manager in hiring process should not be underestimated. Discussion on the essential partnership between corporate managers and human resource department is essential. The choice of this topic has been driven by the immense role of a branch or department management in selecting candidates for a job. Being the head to various departments, they have a better touch with the actual knowledge, expertise and experience they require. Besides, they are best suited to give a critical assessment of each candidate.

Analysis

Departmental managers are essential in recruiting employees in many ways. Firstly, they understand existing knowledge or skill gap within the organization at a better level, besides those stipulated for recruitment. Secondly, they handle the staff at department levels and are best suited to identifying best specific criteria in selection stage among a pool of qualified candidates (Buller & McEvoy, 2012). Also, they are a linkage to the overall organizational management and its strategic plans. Besides, they are involved in drafting organizational goals at the departmental level. Because of their expansive knowledge on strategic planning within a department and the entire organization, they are therefore best suited for selecting prospective employees (Oyer & Schaefer, 2011).

While HRM typical role of planning and coordinating workforce is driving force in hiring, the input from departmental heads is highly helpful (van Donk

& Esser, 1992). Together with the HRM, departmental chairs are useful in matching employees skills to the job. Moreover, departmental heads understand dynamics and work-related issues. They are best suited for designing interviews guidelines and areas to assess knowledge and experience for a particular job in the department.

Conclusion

To recruit best-suited staff, the input from departmental heads cannot be overemphasized. They are best acquainted with operational management and specific skills needed for particular jobs from their departments. Building partnership helps tap the best staff for existing opportunities.

Reference

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