

Professional map-d- parta

Business, Human Resources



PROFESSIONAL MAP-D-PART A Q1. Purpose, structure, and Importance of CIPD to the HR The Chartered Institute of Personnel and Development (CIPD) profession map is the basis of successful human resource management. It offers a distinctive instrument for outlining, assessing, and enhancing human resource competence at personal and organization level. The tool incorporates different aspects of HR with a major aim of creating an insightful strategy and solutions. CIPD map has three principal segments including eight behaviors that are critical to HR. Other components include ten professional areas further subdivided into four bands. Band 1 entails provision of services, support, and information. Band 2 relates to issues led and advisers roles of human resource. Band 3 of the framework illustrates the cooperative and consultant partnership. Finally, band 4 outlines colleague, client leadership, and coaching of the staffs (Stanford, 2013). The bands explain the different levels and demonstrate contributions and competencies.

How the tool adds value to HR

Hence, the framework adds value to human resource by providing a perfect harmony between professional areas and promotes good relations. In addition, it benefits organizations through comprehensive approaches to ensuring a competent team by enabling efficient transitions between bands, behaviors, and professionalism. The map adds value to Human resource by supporting employees to acknowledge necessities for achievements.

Organizational application helps personnel to plan and execute efficient services based on behaviors, knowledge, and skills. The tool helps analyze professional areas to establish a perfect balance between organizational

resources in order to achieve short and long-term strategies while meeting changing customer needs (Peacock, 2009).

Q2. Brief summary of Core areas

The core areas comprise of strategies, insights, and solutions that enable Leading HR. They refer to possible areas where professional promotes reasonable ideas and solutions. The strategies broadly outline efforts to improve organizational understanding and give opportunities for development of comprehensive approaches and HR skills (Stanford, 2013, p. 132). Besides, the strategies, insights, and solutions address resource management including time, skills, and potentials of enhancing their sustainability.

Currently, I am working on band one at Shell Development Oman. My responsibilities include client support and administrative assistance.

Particularly, I handle data management, inventory tracking, and assistance to other employees. Shell Development Oman promotes coordination and administration of the firms interests across the Sultanate of Oman.

Therefore, the support and administrative role shall help provide efficiency in the overall client management and induction of new employees to the organization.

Besides, the band necessitates productivity and profit maximization through comprehensive recording keeping. The Leading HR associated with the bands shape and drive present and future change. In common, the bands ensure healthy relationships of the other eight professional areas. The Human resource facilitates the development and support of the organization through efficient talent planning, organization development, design, and

information sharing. Therefore, the concepts contributes to the overall service delivery.

Q3. Summary of professional area

The professional areas include specific areas human resource focus that offer relevance to the organizations. In addition, it illustrates careers steps and the organizations missions. Thus, the professional areas enable flexibilities with changes in employee demand and market trends. Specifically, it enhances coherence of diversity through analytical skills, desire for change, curiosity, and courage among others (Stanford, 2013, pp. 33). Shell Development Oman human resource policy embraces diversity in employees. The criticality of the firm requires appropriate talent and good communication. My role at this stage revolves around band two. Particular functions include offering advice and helping in the administration of diverse teams.

Hence, the map components are sufficient for analyzing team issues in order to find a shared understanding. Besides, the roles at band two closely relate to a variety of professional areas at Shell Development Oman. It serves to improve and add skills to hiring of employees, rewarding, and promotion of committed workforce. In addition, the close and healthy relationships help in the resource and organizational development (Anon., 2014).

References

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