

# Role and responsibilities of a line manager commerce essay

[Profession](#), [Manager](#)



This assignment will investigate and examine the concepts and practices of both Personnel Management and Human Resource Management with an organisation. Additional investigation will be necessary into the role of HRM and the contributory factor to an organisation. The role of Line Manager is an important link within the HRM, where this report evaluates the role of a Line Manager and how the role links to the Human Resource Management concept. However, the final investigation is about the impact of the legal and regulatory frame on HRM. The organisation that this report will focus on are Barclays Bank and Tesco.

Distinguish between personnel management and human resource management

According to, lecture of Nice. P (2012) - ' HRM is consisting management decision that affect on individuals, who work for the organisation'. See definition of HRM according to Torrington, D. (2005) in (Appendix 1).

The aim of HRM is to create a conclusion what employment needs and whether to select employees to fill up these requirements, recruiting and training and to find they are good performers. PM means management of these persons, who work for on organisation. Both HRM and PM considered on people management, but there are many differences between them that which show on chart below.

## **Personal Management**

## **HR Management**

PM includes supervising duties and they deals employees wage and laws.

PM considered less important task.

The significant stimulus in PM is recoupment, rewards and job simplify.

From PM's point of view, workers used for organisational benefits.

PM not gives employees the opportunity to select working systems because in personnel management, all employees have to sign an agreement with their employment and there is no chance to change the job or working system.

HRM deals with the administratorship and guides to an organisation's success.

HRM is the management of employees' characters, abilities, and skills.

HRM is considered a strategic management task.

HRM think about how to bring inspiration and originality on the employment.

From HRM viewpoint employees and organisation both used for benefits.

HRM gives staffs the chance and choice to select any type of working system that they want.

For example: the Barclays Bank is one of the will knowing bank and there are not too much differences between their HRM and PM. Barclays HR group works to ensure that the organisation and people policies are associated. Barclays HR groups aim to put in importance at all levels which are recruiting; select the right people; give training for employees and support

them to growth in their job; remuneration and recognise employees correctly. See more information about Barclays HRM in (Appendix 2). On other hand the Barclays PM helps to deal with the difficulties of paying their staff. See (Appendix 3)

Assess the function of the human resource management in contributing to organisational purposes

Human Resource Management is an important sector in the preservation and use of an effectual employee. HRM has a key impact on organisational effectiveness. According to Nice. P (2012) lecture - ' The HR department is in charge for increasing and applying policies and procedures and that affect the organisation's resource'. They consider on growth of individual employees as well as the organisation as an entire. The HRM function is in charge for the following areas in the organisation: recruitment, compensation and benefits, performance management, training, reporting, leadership development, personal administration and legal compliant processes. The organisational effectiveness is important for the success of an organisation. The effectiveness has a huge influence on the productivity of the organisation and allows greater funds and better growth opportunities for employees. The effectiveness is not only about the act of an organisation because the volumes and sales numbers are another part of the effectiveness. See roles and objectives of HRM in (Appendix 4)

According to Business Teacher (2011) -Tesco is the largest company in UK, and the Tesco's HRM function is in charge for the processes, which allow

them to be competitive market. The main idea of HRM contributes to Tesco effectiveness is to administrate the functions of personnel department over amount of people and make everyone in charge for something and lessening the costs. The HRM is very helpful for Tesco to achieve their aims. It helps Tesco to improve its performance by allowing the right people of doing some training. See (Appendix 5) for more information. Tesco's HR Department have role to carry the following functions which are: strategic management, circumstances assessment, recruiting and retention, training and development of employees, and these are an ordinary human resource practice and it can be highly successful in contributing to Tesco's effectiveness.

Evaluate the role and responsibilities of line managers in human resource management

A line manager is a person whose manage other individual employees in an organisation. They are role and responsibilities are to make plan for business, regulate and control an organisation work, they look after employees training and development to make sure they have enough training and motivating employees. According to Nice. P (2012) lecture - 'Line managers have responsibilities on management' and these may include: individual's administratorship; supervising working expenses and procedures; supplying technical skills; dealing with customers need and wants and consideration working performance. Line managers play an important role in human resource management. In many organisations, line managers work behalf of HRM and they are in charge with many HR related

tasks, such as interviewing candidate for employment, filling out assessment forms, making suggestion to increase employees, give them training and put candidates into practice performance assessments and dealing with regulation and complaint which is made by employees whose not happy with their work or customers who may complaint about product or service of a company. However there are some businesses that may not have expert HR that is why line managers carry out employee's recruitment and management and they also applying HR plan in some businesses and look after their employees' management rules and procedures. Other responsibilities that they have within HRM are: employee's involvement, where HRM evaluate employee appointment through reviews, but engagement is put out by line managers. They measured employee's work and behaviours and give them feedback and set discipline in workplace for employees to follow the organisation rules. See Barclays Bank line manager role in (Appendix 6).

Analyse the impact of the legal and regulatory framework on human resource management

According to Nice. P (2012) lecture - ' Legal and regulatory framework is laws and regulations that summarise the legal requirements to be met'. They may also be completed by strategy, principles and procedures. Employment legislation is one of the important thing HRM. This will help to understand what legal implements exist, and how they will affect business.

The impact of legal and regulatory framework on HRM is to make sure the organisation is completely aware of any relevant legislation and to make sure that all employers and employees are safe on workplace. The main areas of legal and regulatory framework, which have impact on HRM, are:

**Data protection Act:** the aim of this act is to control the way information is handled in organisation, about each person who work in a organisation, with important rights which means employees have a right to know what information organisations hold about them on a computer.

**Health and safety:** Health and safety is the most key question in HRM, which is very important for safety of organisations and employees. According to Nice. P (2012) lecture - HR staffs are dealing with cases of work related stress, that is why, it is an important issue in all workplaces and it is essential for organisations to fulfil with health and safety regulations and acts. The aim of health and safety Act is to stop workplace accidents and injuries. See Health and Safety Acts on (Appendix 7).

**Equal employment opportunities and Pay Act:** has good impact on HRM and provides an effectual work environment for all employees and employers. The aim of this act is to make fair results in all area of employment which belong to recruitment, selection, supervision and management. See Equal Opportunities Acts on (Appendix 8). For example: Barclays Bank have an equal opportunity employer and does not distinguish based on race, colour, religion, national origin, nationality, age, sex, disability and state. However, Barclays provide equal pay for both man and woman who work for them.

Employment protection: it has a positive impact on HRM because HRM have role to protect the organisation and employees. HR explains their principles to employers and within protection act and employers have responsibilities to ensure that all employees are saved on workplace and their personal information are well protected. See Employment Protection Acts on (Appendix 9). For example Barclays Bank have income insurance policy where employees and employers can rest confident the statement will be covered if they lose their job or are unable to work due to injury or illness.

#### Conclusion:

The consequence of this report show that HRM focus on the organisation plans, observing, supervise and administer facets of resources and help to an organisation's success, but PM deals with employees. The HRM team's main function is to supervise individuals and the purposes. The aim of HRM suggested to a sets of human resources administration and policies; to meet with organisation's needs for present and future progress; to attain organisation aim and goals and to increase employees' growth through HR within organisation by recruitment, selection, training, payment and other forms of management. As examined in detail above, line managers fulfil activities that have usually within the responsibility of HR such as providing training and direction, evaluation of performance and dealing with regulation and complaint. However, legal and regulatory framework has positive impact on HRM because by following legal and regulatory framework an organisation can protect and look after their employers and employees in workplace.