

The roles of human resources essay

[Business](#), [Management](#)



Introduction

The human resource management (HRM) has got vast number of roles in the normal operation of a business organization. Capitalized on the growth and expansion in a business set up, the main role of human resource is to manage people. As an aspect of business growth, the human resource management helps organizations realize basic planning geared towards proper operations. The human resource management is charged with the responsibility of setting the organization's goals, planning for the future objectives and ventures as well as manages people. Amidst many negative implications of this undertaking, there are numerous positive aspects of human resource management.

Main Body Text

Human resource is mostly concerned with the services directly rendered by man towards the realization of proper operation of a firm. In this case, the human resource organizes other factors of production so as to achieve a well coordinated set of performance. The first most contribution of the HR management is to enrich the organization through effective recruitment procedures. In quest to grow, business organizations require skilled labor delivered by experts in all its areas of involvement. In this case, the HR management plays a very vital role in ensuring that the organization is well operated based on availing competent team of managers (Handy, 1999). It is equally realized that human resource has a very direct link towards the planning affairs of the organization. In this aspect of analysis, the HR is well placed to coordinate all the normal operations of the business so as to

ensure positive performance.

Additionally, the human resource management focuses at the employees' welfare above all. In this aspect, the human resource would always ensure that the employees are well motivated and incorporated in their activities. As a key towards better business performance, the motivated employees would eventually instill the spirit of excellence in whatever areas of operation.

Some of the most common ways of motivating the employees would include holiday offers, equities, Salary increments, End of year bonuses, awards, provision of good working environments as well as career development schemes. As a result, the business set up would eventually develop well towards realization of the vision and set goals. Another activity performed by the human resource management dwell about staff trainings so as to positively change the organization's culture. In this case, the HRM would identify some of the traditional norms upon which its activities are run. Just soon after this undertaking, training activities would be initiated to help instill new modes of performance (Erica, 2006).

Conclusion

Being the main organizer of all the other factors of production, human resource serves well to boost the daily performance of business organizations. It is therefore clear that the human resource management forms a basic element upon which business organizations operate. In this case, properly managed HRM would always propel a business organization towards realization of properly coordinated workmanship. Being an important department in an organization, the HR serves as the fundamental unit of business development and growth. As an aspect of business growth,

the human resource management helps organizations realize basic planning geared wards proper operations.

References

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