

# Case study on hr department respect

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



The human resource department mostly determines the success of an organization. It simply means that the human resource image plays an important role in how the organization's operations are perceived by both the investor and the stakeholder of the organization. According to the research finding of international accounting along with the consulting firm, they clearly highlighted the human resource technique being adopted by most of the successful business entities. The research reveals that the effectiveness of a human resource department is measured by the overall function in relation to the bottom line contribution (Hailey, 2005). These factors in place mean that the entire department image should be of big concern to the organization. In other terms the organization structure should include a reputable human resource department.

The human resource is going through challenging times because it is lagging in the aspect of strategic planning. The management team has delegated all the duties and responsibilities of planning for the human resource department. The department should therefore be changed to incorporate all other managerial functioning for instance it should shift its focus to matters to deal with performance appraisal. An organization's human resource department demands that the manager should research on the effective and attractive programs that would facilitate the development of the company (Sistare, 2009)

A good reputation starts by changing the leadership skills of the manager. In a general point of view, the manager should be a charismatic person with good customer care skills. It would be more attractive and rewarding to the investor and the newly recruited staff in the organization. Concentrating on

having a manager with good character give the human resource a good image and win the person's loyalty (Hailey, 2005).

The departments require to be changed from a being administrative into an all round department. It should involve recruitment, firing and other managerial functions. This was enabled the organization change the perception that the human resource department comprises of clerks entitle to process and track benefits forms and vacation respectively. The most crucial changes that need to be introduced in the human resource department include the upgrading of the techniques or the way in which the managers obtain information from their staffs and management team. There should be a strategic way of interviewing or inquiring about the issues affecting the recruitment sector and the administrative. This would provide the human resource group with relevant information that would improve the general image of the department (Karakanian, 2008).

According to Robinson case, it reveals extend a manager is required to go with the aim of changing the image of the human resource and at the same time realizing the set goal and objectives of the organization. A company's human resource reputation relies on the existing relationship between the manager and the staff member of the lower level in the management hierarchy. Therefore, it is very fundamental to ensure there are changes taking place especially in the matters to do with how the people relate within their workplaces (Sistare, 2009). For instance, the human resource manager should be close to the rest of the company staff and the general public in order to obtain first hand information on grievance concerning the services and products of the company.

The head of human resource should assess the necessity to establish a program to maintain an internal service standard. Among the changes that need to adopt in order to improve, creation of a good reputation is to ensure there is performance guarantees. In addition, the department should develop a program that measures the satisfaction to the ongoing customer. As a result, the department would be able to evaluate its performance and determine the impact of current image it is portrayed in the market compared to that of its competitors.

Focusing on creating a good reputation for the organization human resource would require that all the management bodies involve join hands to ensure there is a smooth operation within the organization. Any unethical activities should be eliminated to pave way for development and increase in the productivity of the organization (Hailey, 2005). The effective way to facilitate changes of the human resource image is by organizing a one on one interview with the head of department in a given organization to set goal and objective or policies that would guide the entire setting of the organization structure. The human resource manager has the duties of change the way people view the human resource. It is only possible to change people point of view of coming with unique and convincing measure that would outshine the previous policies.

This means that the manager has to expand the role of human resource department. It would call for the presentation of data that would need to be followed up in a manner that benefit the human resource department. Another change that would significantly influence or contribute to the image of the department is the allocation or assigning of individual members of the

human resource team to the certain senior managers. This would be possible if the HR manager decentralizes his or her department. The move would improve the reputation of the department since the member would be required to perform the task that their manager (HR) would perform to the chief executive officer. The manager would be required to commit him or herself to the employees to ensure there is an adequate utilization of the organizational resources hence improving the general reputation of the organization (Karakanian, 2008).

It is now clear that creating a good reputation for the human resource department is the major factor for the level of competitiveness or success of an organization. The changes that need to be implemented would play a big role in the management system of the company. That is the changes would equip the management team with the necessary skills and resources required in the decision making process.

In conclusion, the changing the human resource image requires efforts from the manager and senior manager of another department. It implies that the manager is subject to doing some of the tasks on behalf of the employees. This is aimed at creating some close relation between the employer and employee, hence making the process of collecting data easy. The existence of a close relationship between the manager and the member staff advocates for the effectiveness of the human resource department (Hailey, 2005). The fact that the HR department has been lagging on the issue of strategic planning has contributed to the poor image therefore pay more attention on planning would redefine the entire department. It would mean

that the HR department would build its reputation, which is a necessity especially in the competitive market.

## **References**

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