

Mgt 3250



**ASSIGN
BUSTER**

I performed an interview with three friends and Bob, Mary, and Don to discuss their perspectives of the role of HR resource in their organization. Bob told me that the HR department in his firm was outstanding. The lines of communication between HR and the employees were always open. The company offers training and development modules to employees that are interested in improving their skills, capabilities and knowledge. The HR coordinates all the training and development programs. He also said that HR performs the annual employee evaluations.

Mary works at a restaurant. She told me that the company has one person dedicated to human resource who also performs the accounting duties of the firm. The HR representative cares a lot about the employees. He has weekly meetings with the staff to discuss any problems the employees might be facing. During the meeting the weekly schedule is created by the HR representative. If any employees need a change in schedule or a day off they must notify it to the HR representative during the meeting.

The opinion of Don regarding the HR department was different. He said that in his company the HR department is a waste of money. According to Don they did not do anything to benefit the company. He once went to the HR department to discuss a family problem, and instead of getting help from them the HR people did not take his request seriously and they did not let Don take two days off to accompany his wife to another state hospital for an operation.

The HR resource function is very important in all business organizations. The human resource department performs critical functions including recruiting employees, training and development, employee evaluations, scheduling, conflict management, protecting the rights of the workers, and improving the

organizational culture (Youngmanager). The HR department can help develop the human capital of a firm. Companies that have ineffective human resource departments will not perform as well as firms that effectively use the HR function to obtain a competitive advantage. HR policies free managers from having to make decisions in areas which they have less competence or on matters with which they do not wish to become involved (Ivancevich).

Personally I am interested in the recruiting aspect of human resources. The reason this topic is interesting to me is because recruiting is a critical function that can help a company attract talented employees that can make a difference in the performance of the company. If I worked in human resources I would target a job working as a college recruiter. College recruiters have the opportunity to travel across the United States looking for young talented individuals to improve the talent pool of a firm. The role in human resources that I would not be good at is advocating for employees. I would not be able situations in which I had to defend employees since I might become biased and emotional. I think I would be good at both the administrative and operational roles.

Work Cited Page

Bhagria, R. 30 April 2010. " Roles and Functions of the Human Resource Department." 3 September 2011. Ivancevich, J. 2001. Human Resource Management (8th ed.). Boston: McGraw-Hill Irwin.