

Homework



1. Why do you think is it important for HR to be a strategic partner to the business Human Resource professionals touch every level and every department of an organization. Due to this employees at all levels become very familiar and develop a trust with the HR partners. In many (big) organizations HR is very familiar with the change management process and human capital development, in fact successful companies benefit tremendously when they have HR in a fully functioning in a strategic business partner role.

By allowing HR to be represented in meetings alongside other senior leaders , a company its allowing parts of the strategic linkage to flow in the development of strategic plans, implementation of key tactics, and measuring the organizations success in executing its plan by Human Resources, in addition HR increases its own knowledge of the organization and creates solid partnerships through collaborative communication efforts, and increases its knowledge in other areas that are extremely important to being a successful strategic business partner. 2. What benefits do you think the employees derive from this arrangement The benefits derived from this type of arrangement are intangible and they have a huge impact of the company??™s performance and botXXX XXne. The most important asset of any organization is its human capital and the objective of HR is to maximize the return on investment from the organization??™s human capital and minimize financial risk. It is my belief that one of the mantras of HR is that they build and grow organizations by ensuring that the human capital is in place, proactive, happy and functioning well.

HR should be the proactive not reactive partner for top management. Due to HR being a strategic partner, in some companies they are involved with the budget process and discussions; this allows them to make recommendation of additional benefits or an increase in benefits as well as compensation in order to compete with the market