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Influence of Human Resource Management

Lubna Tabassum
Amruta Institute of Engineering and Management Sciences, Banaglore, Karnataka, India

Abstract: ***In today's date, there is a bright scope in the career of Human Resources. If you are a person who is eagerly waiting to establish your career as an HR, then this blog is a must-read for you. We would recommend our readers to take out some precious time from their routine and get started with reading this blog as it will help you know many things about Human Resource Management. Human Resource is one of the most important departments of a company as its role is to hire the workforce for the company and to also make sure that they are working in a good company culture for the interest of the organization itself. Human Resource department is required by companies of all shapes and sizes. The department of Human Resource can be managed by a single HR professional or a team of HR professionals depending upon various companies' requirements. It is the role of the Human Resource to make sure that best employees are hired, and they are given a satisfying and healthy working environment.***
Keywords: Human Resources, Management, Organization

I. INTRODUCTION

If you are planning to build a career as an HR professional, then there are many things along with a professional degree, which you should have with you. For starters, you should be outspoken because in the job of the HR professional you will be required to interact with so many different people. You should have a deep and thorough understanding of employee development, should know how to motivate employees and so much more. Along with this, you should have a professional degree in management in Human Resources. In some situations, some aspiring HR professionals also decide to take up a law degree as well because these days the employment laws have also become very stringent. Now that you have already read about the basic introduction to Human Resources and what qualifications are required to build a career in the same, then let us also give you exposure about the job prospects and earning in Human Resources [1,2]. One should note that in the coming future, there will be many job openings for the Human Resource Department because of the fast development in the industries. The HR of a company must be well qualified and have knowledge on various upgraded knowledge of latest technological aspects. In the current world, the technologies have been influenced to run any organization for instance the information science which has greatly commanded the applicative properties. The management system which includes the associated risk management, the disaster recovery planning and cyber security processes. All these techniques must be equipped with the knowledge of HR management system [3-6].

II. 8 QUALITIES OF A SUCCESSFUL HR

We hope that by now our readers must have got the basic idea about the job of an HR [7,8]. If you are still eager to become an HR professional, then you should have these below-mentioned qualities.

A. You should have the right knowledge and expertise in being an HR professional:

The first and the foremost important quality which a person must possess if planning to become an HR professional in future is that he/she should have the right knowledge (qualifications) and expertise in the same. By this, we mean, that a person should be qualified enough to take the role of the HR which includes a Bachelor's as well as a Master's degree. One should always be eager to learn about the latest trends, work ethics, employment laws, company laws, etc.

B. One should have great presentation skills:

This is another very important quality which a person should have if h/she wants to become an HR. It is necessary to have excellent presentation skills so that they have the capability of engaging people and are also able to make the sessions, meetings and conversations very much lively. The major reasons why an HR professional should have good presentation skills is because they will be often conducting various training and motivational sessions for the employees.

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C. You should have the talent and ability for multitasking:

The next quality one should have is the talent and ability to multitask. Do you know why? This is simply because, there will be many situations at work, where the HR will be dealing with the personal complaints of an individual and at the same time, also make sure that the interest of the company is not compromised. For example, there will be a time when one employee will come to you to discuss some issues he/she have been facing at work lately and then at the next moment you may be interviewing a person for the job. Therefore, a person must be able to multitask so that HR does not end up mixing both the different things.

D. Should be wise enough to deal with gray issues:

Before we discuss this quality further, let us tell you what type of issues are included in the "Gray". Well, these are issues related to gender discrimination, sexual harassment, etc. Now coming back to the point an HR professional should be prepared in advance that there will be times when you will be required to deal with gray issues and it is you who has to decide whether you need legal help or not.

E. Strong sense of ethics :

There is no denying to the fact that the Human Resource Department can be called as the conscious of the company. Hence, there will be the time that one will have to keep discretion on certain things which are sensitive and cannot be disclosed to everyone. Always remember that it is the HR professional who is a go-to person for every employee for all the problems related to work. This is why the HR should have a strong sense of ethics so that nothing private is leaked in the wrong ears that can harm one as an individual and most importantly harm the company.

F. Excellent communication skills:

As mentioned earlier as well, that as an HR professional one should have excellent communication skills because you will be required to interact with so many people and one should be expert in communication with the employee as well as the employer. The skills of effective communication may also include the skills of negotiations, solving conflicts between employees, etc.

G. You should have those motivational abilities:

Now and then, in your job as an HR, there will be situations in which you will have to motivate your employees so that they can put their best foot forward. Hence, the HR professional must be an expert in motivating people to perform better at work.

H. Confidence and courage:

Last but not the least, another important quality of an HR professional is that he or she should be confident and courageous because at times you will be required to deal with some matters which demand confidence and courage.

III. ROLES OF AN HR PROFESSIONAL

There many duties of HR professional starting right from hiring the right workforce for the company to making sure that the expectations of the company and employees are met to a point where the interest of both employee and the employer is present. Read the below-mentioned important roles of an HR professional [9-12].

A. Hiring the best workforce for the company

This is probably the first and the most important role of an HR professional. HR should be an expert in hiring the best workforce for the company from outside as well as inside. One should note that there is a huge difference between hiring employees from outside and within the company. Usually, the company prefers to make internal hiring so that the talent in the company is used to its full limit.

B. Checking the background and qualification of the new hiring

There are many different processes involved at the time of hiring a new candidate in the company. These processes include the background verification and checking the qualifications of the candidate to make sure that the best hiring is done and no such person is hired who has fake experience or qualifications.

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C. Addressing employees' issues

Another important role of HR in the company is that they always have to work to make the environment of the company healthy and friendly for the employees. This may include addressing employees' issues and also forming new and necessary policies in the company. There will be times when the HR motivates the employee so that he/she can perform better at work. Apart from this, it is the role of an HR that a healthy work environment in the office is maintained.

D. Conduct various training and motivational sessions

It is very important to conduct various training and motivational sessions for the employees to boost their performance and confidence. Along with these type of training sessions, it is the HR's responsibility to conduct various engaging sessions as well for the recreation of the employees as well.

E. Forming the legal policies for the employees

Most of the people must be aware of the fact that every company functions on a set of certain rules and regulation and employees are no exemption from it. It is the responsibility of an HR professional to draft the legal policies for the employees to make sure that everything is done within the law.

F. Responsible for the retention and separation of employees

There comes a time when the company has to separate and retain a few employees. At this time, the HR professionals have an active role to play as it is they who will examine the employees based on their performance, talent, regularities, etc.

G. Recreation activities for the staff of the company

As much important is it to ensure that the staff is working properly, it is equally important to give the much-needed break to the staff. Therefore, it is the role of the HR professional to also plan some regular recreational activities for the staff. This may include planning a day trip, spot event or at times family parties for the employees.

H. Maintaining healthy and safe environment for employees

It is the role of the HR to maintain a safe and healthy working environment in the office for the employees so that they can contribute for the best interest in the company.

I. Evaluate employees' performance regularly

It seems that the list of roles of an HR is long and never-ending. However, another very important role is that is it the duty HR professional to evaluate the employee's performances based on their work reports, attendance, punctuality, etc.

IV. PERKS OF BEING AN HR PROFESSIONAL

Finally, we would like to conclude our blog by mentioning the few perks of being an HR professional. Read these in detail and decide whether you want to still build your career in Human Resource or not [13-16].

A. You will have the chance to help people

This is probably the best part of being an HR professional as you will have many chances to help people because it is you in the company to whom the employees will come with their problems. Along with this, you are giving jobs to people which means, you are helping them earn their living.

B. You have an important role in the company

One must note that the Human Resource Department is one of the most important departments in the office along with the legal and finance department.

C. You will always have your job secured

The good news is that even at the times of crises, there is a high possibility that your job is always secured because it is you who is managing the workforce in the company. Therefore, you don't have to stress about randomly losing your job.

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D. Attractive salary package

If one start to work with an established brand, then the basic salary of an HR professional can start with 5 figures and can go up to no limits. The attractive salary package is probably one of the reasons why people want to establish a career in Human Resources.

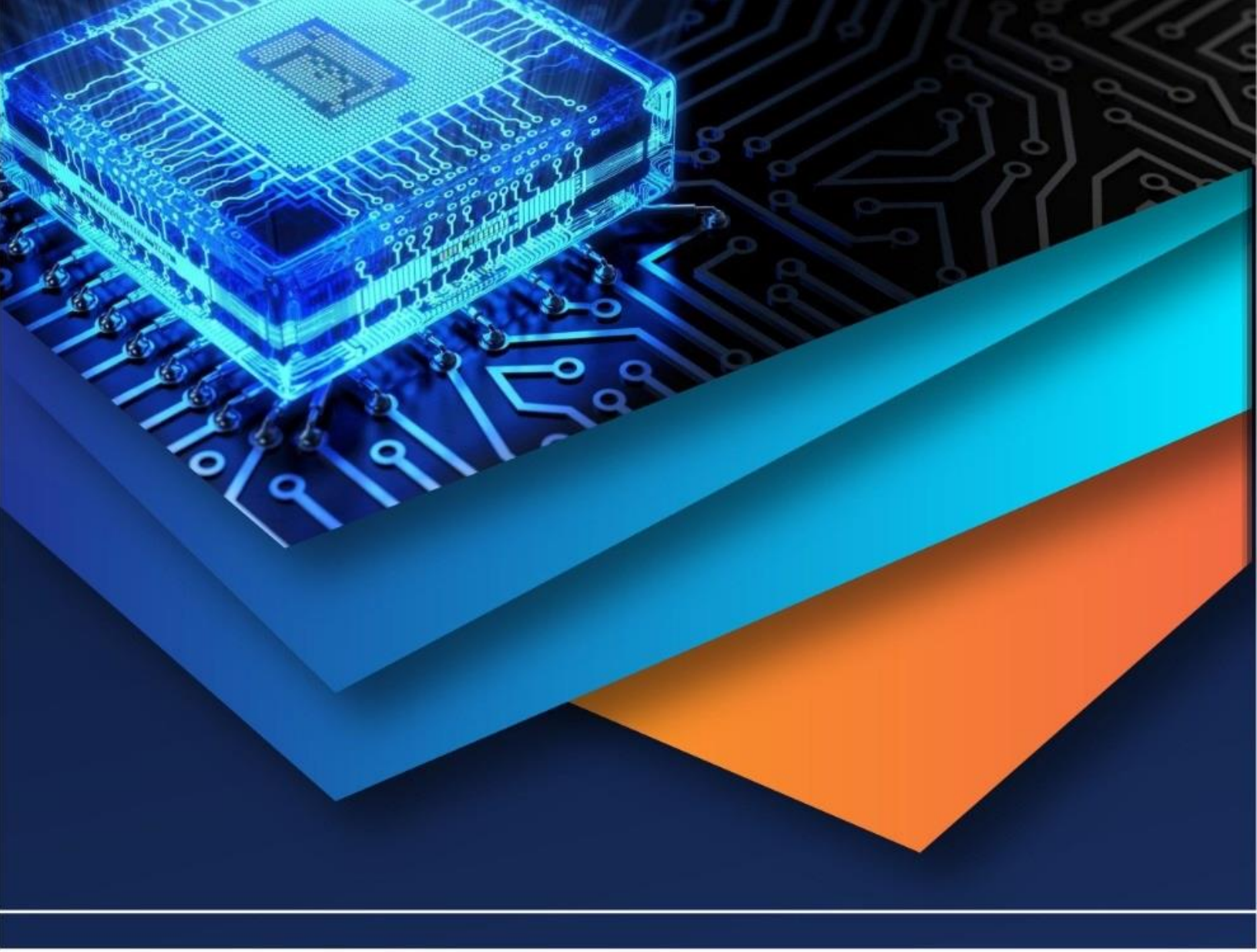
V. CONCLUSION

We hope that our readers must have read this information in complete detail and now have a piece of deep knowledge about Human Resource Management. Now if you still want to make your career in the field of Human resource Management, then what are you waiting for? Get the professional qualification for the same and get started with your much awaited dream job.

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