HUMAN RESOURCES.

Human resources is the group of people or person at a business or organization who manages all things related to its employees.Within a company,human resource is responsible for screening, recruiting and training employees.

In some firms the human resources department are variously called Human Capital Management or even a people resource center.Human Resource's main role is to improve employee performance,which makes the overall company function better and achieve more.

Human resource emerged as a clearly defined field by the 1920s (at least in the Us) and was largely concerned with the technical aspects of hiring, evaluating and compensating employees. Human resource developed in response to the substantial increase in competitive pressures American business organizations began experiencing by the late 1970s as a result of such factors as globalization, deregulation and rapid technological change.

These pressures gave rise to an enhanced concern on the part of firms to engage in strategic planning and aligning the various components of the organization in a way that promotes organizational effectiveness.

The functions of Human Resources Include;

1. Strategic Human Resources Management

This function analyzes and determine personnel needs in order to create effective innovation teams. Human resource planning function determine the number and type of employees needed to accomplish organisation goals.

Human Resources planning creates venture teams with a balance skill-mix, recruiting the right people and voluntary team assignment. Human resource effectiveness can be increased through use of Human Resource metrics and Human Resource technology.

2. Equal Employment Opportunity.

Compliance with equal employment Opportunity (EEO) laws and regulations affect all other Human resource activities.

3. Staffing

This is to provide a sufficient supply of qualified individuals to fill jobs in an organisation. The main roles understaffing included; job analysis , recruitment and selection.

4. Talent Management and Development.

This function monitors employee performance to ensure that is at acceptable levels.It includes different types of training, orientation of new employees and career planning. Career planning activities include assessing an individual employee's potential for growth and advancement in the organisation.

5. Total Rewards

This are compensations in the form of pay, incentives and benefits are the rewards given to the employees for performing organisation work. Compensation management is the method for determining how much employees should be paid for performing certain jobs.

6. Risk Management and Worker protection.

Various workplace risks are addressed to ensure protection of workers by meeting legal requirements and being more responsive to concerns for workplace health and safety along with disaster and recover planning.

7. Employee and Labor Relations.

Employee and employer rights are addressed and the relationship between managers and their employees handled legally and effectively.