**HUMAN RESOURCE**

DATE 9/4/2025

HUMAN RESOURCE

Human resource can be the people or a particular department that is enrolled in looking matters of organisations like employing new staff members, taking care of the current members and supporting them. When conflict arise, Human resource is on the for front to resolve it. Organisations require one to work on payment roles and this is another part that the Human resource personnel take in, human resource is a very large profession in the business today (ADP 2020)

An American institutional economist John R Commons was the first to coin the term Human Resource in his book 1893 “The Distribution of Wealth.” It wasn’t until 20th century that Human Resource started to emerge in addressing issues of employees and employers.

There are various task that the Human Resource deals that are to be talk off.

**Comprehensive benefits and mental health support**

The employee assistance program it is a department that give benefits on the mental health support. This programme give psychotherapy to employees together with their family members. The employees can get various services from the Human Resource which include; emerging counselling services where the employees are being counselled there by relieving them from their mental issues, legal and financial consultation is being done by individuals from Human Resource. The employee assistance program was initiated in order to help people individuals from anxiety and depression. (Gailey 2023)

**Human Resource Recruiter**

This is a particular department that it has been given the task in order to recruit new members to the organisation. The use network forms in order to search for the new talents in the organisations. Talent search is held on social media, professional contacts, job affairs. (Anon 2022) Different employees are found by this human resource recruiters in order to bring different ideas to the organisations.

**Company’s Culture**

The Human Resource are responsible for communicating the organisations missions to the employees and employers from the beginning they started working in that organisation. The look forward to those employees who do not follow the companies’ culture and also follow up the relationship of employees and employers. (Soto 2022). The human resource does set expectations and the culture of the company or an organisation to the new employees. The new employees are being advised and taught the do and don’ts of the culture of the company.

**Performance management**

Performance management it is the checking of the employee’s performance and organisation in the company. This is like keeping employ attendance and during job evaluation. The Human Resource is tasked to perform this work. They do keep the employees’ records on daily basis which this helps in time of salary increment and promotion which requires one’s performance of work in the organisation. (Anon 2022). They are on the fore front to keep the data of every employee and also the data of the organisation.

**Policy creation and administration**

Policy in organisation has to be there in order to make the rules which will guide the company like banning of discrimination in the company and sexual harassment in order to run the organisation in uniform way. The Human Resource take part in policy making as thy are the one who draft the policy and ensure it as lawful, they do communicate the policy to the employees orally or on the handbook to be set as constitution and also, they do schedule and track the participation of employees and employers in the company this is to prevent any discrimination in the company. (Holliday 2021)

**Staff reduction**

For all the mention task that’s granted to the human resources staff reduction is the more tough task job. Human resource team are tasked in advising the company on the work force. This is when the workforce or the number of the employees is high that the task. For the benefit of the organisation, they have to advise the company to reduce a number of staff in order sustain the number of task and spend less amount of money. (Maryville University 2023)

**Challenges facing Human Resource**

There are some of the challenges and difficulties that undergo on Human Resource that are

Compensation

Most employees are at working in order to get more payments. When the company pays them low, they have to leave the company and look for other place that will increase their wages. This will require human resource to high other employees and start training them being another difficult task. (Alexadra 2022)

Globalisation increases

As this rise and rapidly it does force the human resource personnel to come up with ideas on how to accommodate a number of government labour regulations that do vary from different countries. An increase of remote workers is globally affecting the Human resource since they have rough time to manage these workers. (Hayes 2024)

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