**Human resource management**

**What are human resources**

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Human resource management are the personnel tasked with the management of workforce or the human capital. The HRM is responsible for managing the employees related matters from recruitment, training ,compensation, employee relations,ensuring compliance with the existing regulations.

The human resource is responsible for the organization’s recruitment of qualified individuals by posting jobs and conducting interviews to identify skills and talents from interested persons for the specific role. This helps while assigning jobs and the HR knows where to improve through training.

The HR conducts regular training to ensure the employee skills are improved and hence better performance based on the goals of the company which leads to improved productivity. Training can be in-house or can outsourced based on the needs of the organization. This is also done to ensure that the employee is updated on the organization’s policies from time to time.

Human resource ensures compliance of the organization’s policies with labour laws and policies of the governing bodies. This ensure that hiring practices, workplace rules, treatment of employees, and a variety of other factors all comply with the relevant laws.

The HR identifies the hiring needs of the organization both current and future, by taking in to account vacant positions ,irrelevant positions, and may also determine whether there are areas that can be merged.

Reviewing performance is crucial to ascertain how to move forward..This is done by providing past records and current expectations or targets. Employee performance assessment to know their strengths and weaknesses, offer constructive feedback for skill development in the future, and assist with goal setting.

The HR also ensures that employees get all their benefits and compensations wages and salaries,health insurance, vacation time, and pension plans. Compensation and benefits are important because they can help attract and retain and motivate employees.

Occupational health and safety of the employees and employee overall well being is an important role played by the HR management. checking the condition of workplaces to prevent injuries, illnesses and accidents.By regular inspection of the workplace to ensure its safety.

The HR takes necessary actions in regard to employee relation and concerns whether with fellow employees or external organizations and unions. This could include solving internal conflicts in the organization, salary negotiations or job upgrade and promotions. Taking disciplinary actions against employee where necessary.

The HR is not without challenges just like other departments. While the HR may want to have and retain personnel or human capital the advancement in technology may make it easier to use technology based solution rather than human input. Use of Robots is on an increase as they are more efficient, faster and cheaper than humans.

It may also be difficult to work in diverse locations due cultural and language differences. Having the right individual in a multicultural environment may pose a challenge as it may be challenging to adapt to new environment.

Human resource management plays a crucial role in the overall working of the organization and can’t be ignored. While running the entire human personnel with the right approach to the performance and challenges the best skills and talents are tapped are retained. This increases performance and overall productivity of the organization.

**References**.

Armstrong, M., & Taylor, S. (2023). *Armstrong's Handbook of Human Resource Management Practice: A Guide to the Theory and Practice of People Management*. Kogan Page Publishers.