**What are Human Resources**

This refers to a department within a company that handles employees’ employee related matters such as hiring, training, and managing employees.

The human resources have various roles which include;

1. **Strategic Planning -**align human resource practices with the objectives of the organizations, they work with leadership to identify and address workforces needs, develop HR strategies that support business objectives, and contribute to long term organizational success.
2. **Talent acquisition and recruitment -**the human resource attract and hire qualified individuals to meet the organizational staffing needs. they develop recruitment strategies, conduct interviews, collaborate with hiring managers, and manage the hiring process.
3. **Training and development-**the human resources enhance employees’ skills and capabilities to improve individual and organizational performance. they design and implement training programs, identify skill gaps and facilitate professional development.
4. **Performance management-**they monitor and performances to ensure alignment with organizational goals. They set performance expectations, conduct performance appraisals, provide feedback, and implement performance improvement.
5. **Compensation and benefits -**they develop and manage competitive compensation and benefits packages to attract, retain, and motivate employees. They conduct salary surveys design compensation structures, administer benefit structures and ensure compliance with labor laws
6. **Employee relations -**they foster positive relationship between employees and the organizations. They address workplace conflicts, promote open communication, ensure fair treatment and create a supportive and inclusive work environment.
7. **Legal compliance -**they are able to ensure adherence to employment laws and regulations. They stay informed about changes in labor laws, develop and update human resources policies and provide guidance to ensure proper implementation of the law
8. **Workforce planning -**the human resources anticipate and plan for the organization’s future workforce needs. They analyze current workforce capabilities, identify future skill requirements and develop strategies for recruiting, training and retaining talent.
9. **Employee engagement -**human resources enhance employee morale, motivation and commitment to the organizations. They do this by conducting employee surveys, implement initiatives to improve work satisfactions and foster positive organizational culture.
10. **Human resource technology management-**Human resources utilize technology to streamline HR processes and enhance efficiency. They implement and manage HR information systems, applicant tracking systems and other technological tools to support HR functions.
11. **Change management -**the human resources facilitate smooth transition during organizational changes. They communicate changes to employees, provide support during transitions and help manage resistance to change.
12. **Diversity and inclusion –** promote diversity and inclusion within the workplace. They develop and implement initiatives to foster a diverse inclusive workplace, address bias and ensure equal opportunities at the organization
13. **Employee wellness -**the human resources promote the well being of employees to enhance job satisfaction and productivity. They implement wellness programs such as team building activities and fun days that contribute to a healthy work life balance
14. **Employee recognition -**human resources recognize, acknowledge and reward employees for their contribution and achievements. They do this by implementing recognition programs, celebrate milestones and encourages a culture of appreciations
15. **Succession planning -**they identify and prepare employees for future leadership roles within the organizations. This is done by identifying high potential employees create development plans, and ensure a smooth transition of talent for higher positions.

In summarythe role of human resources is to strategically manage the organizations most valuable asset and its people