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**FIELD**: HUMAN RESOURCE MANAGEMENT.

**CONTEXT**: What are human resources?

**HUMAN RESOURCE (HR)** Meaning and responsibilities.

Human resource (HR) is the division of a business that is charged with finding, screening, recruiting, training job applicants and administering employee-benefit programs.

Human resource(HR) plays a key role in helping companies deal with a fast-changing business environment and a greater demand for quality employees in the 21st century.

John R. Common, an American institutional economist. First coined the term “human resource” in his book The Distribution of Wealth, published in in 1893.However it was not until the 20th century that HR department were formally developed and tasked with addressing misunderstanding between employees and their employers.

**KEY TAKEWAYS**

* Human resource (HR) is the division of business responsible for finding, recruiting, screening, and training job applicants.
* HR departments also handle employee compensation, benefits and terminations
* Human resource management (HRM) strategies focus on actively advancing and improving an organization is workforce with the long-term goal of improving the organization itself.
* Human resource department must keep up the date with laws that can affect the company and its employee.
* Many companies have moved traditional human resource administrative duties such as payroll and benefits to outside vendors.

 **UNDERSTANDING HUMAN RESOURCE(HR)**

An HR department is an essential component of any business, regardless of an organization’s size. Its tasked with maximizing employee productivity and protecting the company from any issues that may arise the workforce.

Human resource responsibility include: Compensation and benefits, recruitment, retention, firing and keeping up the date with any laws that may affect the company and its employees.

**KEY HUMAN RESOURCE ACTIVITIES**

Research conducted by The Conference Board (CB) a members driven economics think tank, found six keys, people-related activities that HR must effectively do to add value to a company.

They are:

* Managing and using people effectively.
* Tying performance appraisal and compensation to competencies.
* Development competencies that enhance individual and organization performance.
* Increasing innovation, creativity and flexibility necessary to enhance competitiveness.
* Applying new approaches to work process design, succession planning career development, and inter organization mobility.
* Managing the implementation and integration of technology through improved staffing, and training and communication with employees.

Beginning in the 1980s, there was a push for strategic initiatives within the human resource department this movement was based on research related to the impact of employee-related issues on a firm’s long term business success.

Collectively these strategies are sometimes referred to as human resource management. Human resource management is a comprehensive approach to managing employees and an organization’s culture and environment. It focuses on recruitment, management, and general direction of the people who work in an organization.

A human resource department that adopt human resource management strategies typically plays a more active role in improving an organization’s work force. It may have recommended processes, approaches, and business solutions to management.

Google is one example of an organization that has adopted a more active approach to employee relations through its human resource department. The company offer many employees pecks, including on-site wellness centers, massage programs and ergonomic support. For google, happy employees are equivalent to productive employees.

In 1901, National Cash Register known today as NCR corp. established what is thought to have been the first personnel department the human resource predecessor to manage wages, work place safety and employee concerns

 **HUMAN RESOURCE OUTSOURCING.**

Since the mid-20th century, some companies have outsourced some of the more traditional administrative, transactional human resource functions in an effort to free the department to recommend and implement more meaningful value-adding programs that impart the business in positive ways.

Functions that may be outsourced in this process include:

* Payroll administration
* Employee benefits
* Recruitment
* Background checks
* Exit interviews
* Risk management
* Dispute resolution
* Safety inspection
* Office policies

The use of modern tools such as recruitment software can help to improve the efficience of human resource departments in turn that can give them more leeway to focus on adding ever-great value.

 **ROLE OF HUMAN RESOURCE.**

A human resource department is focused on the recruitment and retention of employees within a company. Human resource typically finds, hires, fires and transfers employees. It oversees employee’s relations and management benefit programs. It’s the place where an employee goes with questions about their position at the company, to address concern, and to air grievances.

**FIVE TYPES OF HUMAN RESOURCES**

There are numerous important human resources function carried out by a human resource department. Five well known types of responsibilities are:

* Recruiting hiring, and onboarding new employees.
* Handling employee compensation and benefits.
* Offering employee job/career development.
* Addressing work-related issues of individual employees.
* Development policies that affect a working environment company-wide.

**THE BOTTOM LINE**

 A company’s working human resources department manages the life cycle of each employee from recruiting and onboarding to training and termination or retirement. Human resource departments also must monitor industry trends and rules to stay on top of compliance and legal issues.

Increasingly, Human resource departments focus on human resource management, using strategic investments and initiatives to improve an organization work force. The long-term goal of human resource management is to create a more positive, loyal and productive workforce which ultimately benefit the company.

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