

WHY IS HRM SO IMPORTANT?

Human Resource Management discipline extracted its roots from organisational psychology discipline and proved to be an important practice for managing organisations. The role of this practice has emerged to be strategic with due course of time. Now a day, the role of human resource management departments has become indispensable for 21st century modern businesses.

HR professionals show exemplary leadership skills and enhance the credibility of an organisation.

The human resource management process ensures that the organisation leads by example and the firm's actions fall in line with its vision.

In today's environment the organisations can achieve competitive advantages by hiring valuable workforce. Organisations can compete in better manner if those try to enhance HR by adding real, measurable, or valuable human capital that augments firms' capacity of production

What is human resource management (HRM)?

HRM can be defined as the effective management of people in an organisation. HR management helps bridge the gap between employees' performance and the organisation's strategic objectives. Moreover, an efficient HR management team can give firms an edge over their competition.

Role of HR managers

- **Recruitment:** One of the major responsibilities of a HR manager is to recruit personnel. The success of an organisation largely depends on the workforce employed, so it is essential that the right people are hired for the right role.

- **Learning and development:** Learning is a continuous process and essential to enhance employees' productivity. HR managers are responsible for the orientation and induction of new employees, as well as the professional development of existing employees. They are responsible for strategizing development programmes. Furthermore, they must have the ability to identify and analyse the areas that employees need training for.
- **Building employee relations:** Effective employee relations go a long way in boosting productivity and contributes significantly to an organisation's success. Employee relations strategies are implemented to ensure that an organisation caters to the overall well-being of employees.
- **Compensation and benefits:** A major component of a HR manager's job role is handling compensation and benefits. They are responsible for devising compensation strategies, performance management systems and compensation structures, as well as negotiating pay and benefit packages with potential employees.

Importance of HR managers in organisations

Strategy management: This is an important aspect of any organisation and plays a vital role in human resource management. HR managers manage strategies to ensure the organisation reaches its business goals, as well as contributing significantly to the corporate decision-making process, which includes assessments for current employees and predictions for future ones based on business demands.

Benefits analysis: HR managers work towards reducing costs, such as with recruitment and retention. HR professionals are trained to conduct efficient negotiations with potential and

existing employees, as well as being well-versed with employee benefits that are likely to attract quality candidates and retaining the existing workforce.

Training and development: Since HR managers contribute significantly to training and development programmes, they also play a pivotal role in strengthening employer-employee relationships. This contributes to the growth of employees within the company, hence enhancing employee satisfaction and productivity.

Interactivity within employees: HR managers are responsible for conducting activities, events and celebrations in the organisation which gives way to team building opportunities. Moreover, it enhances interactivity within employees and instils a sense of trust and respect among peers.

Conflict management: The department to go to when any kind of professional conflict arises between employees is HR. They ensure that issues and conflicts are resolved effectively, approaching the problem with an unbiased attitude, and encouraging effective communication to reach a solution. In addition, they help employees understand various ways of developing effective work relationships and the importance of not letting personal judgement affect their behaviour.

Establishing a healthy work culture: A healthy work culture is pivotal in bringing out the best in employees. HR managers contribute significantly in setting up a healthy and friendly work culture, which further translates into better productivity among employees.

Compliance: HR professionals work towards making the organisation compliant with employment laws, as well as maintaining records of hiring processes and applicants' log.