Roles and Responsibilities of Human Resource Management

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DESCRIPTION

On the basis of theoretical research in the field of organizational behavior, it is argued that Human Resource Management (HRM) consists of a set of guidelines intended to promote organizational integration, employee commitment, flexibility, and productivity. Collective labor relations are only a minor factor in this approach, at best. There is relatively little proof of HRM's influence, despite the apparent appeal it has for management. In an organization, HRM is responsible for managing the human resources [1]. Organizational management or business administration's human side is represented by this.

Manpower management, people management, staff management, and Personnel Management (PM) are some other names for HRM. It's possible for this organization to be both for-profit and nonprofit. Additionally, it could be a part of the cooperative, public, or private sectors [2]. For a company, it is impossible to satisfy every human demand. What human need or needs should be defined in order to be met? Thus, through addressing specific human needs, the organization works to raise the level of wellbeing that people experience. An organization may set any number of the following objectives, as well as others not listed here:

- To raise owners' net worth.
- To improve employee happiness and growth.
- To increase client satisfaction.
- To promote collaborative growth.
- In order to gain market share.
- To uphold one's societal obligations.
- To secure one's financial situation.
- To improve the product's quality.

It entails carrying out tasks while limiting waste of the human resources that are accessible in terms of the quantity of people, their efforts, and overall employee costs, etc. When we talk about effective utilization, we're talking about how HR is used for organizational effectiveness, which is the degree to which an organization's goals have been achieved. It entails utilizing staff to the fullest extent possible in order to achieve organizational goals [3]. An organization can increase efficiency by reducing the number of personnel, both in terms of quantity and quality, as much as possible. However, such efficiency will be useless if the pertinent tasks and duties are not properly carried out and the organizational objectives are not met.

Therefore, efficiency needs to be attained in order to achieve organizational effectiveness. Employees' willingness to engage in non-official actions that advance the organization because they care about or wish for it to succeed is referred to as organizational citizenship. It refers to a situation where an employee goes above and beyond what is required of him or her at work to work for the organization. Examples of this kind of behavior include assisting others with their tasks, volunteering for overtime when required, and giving up a personal vacation to attend a family event in order to work on a holiday for the sake of the business.

The success of one function directly affects the outcome of another. For instance, the effectiveness of the selection process depends on the recruitment process. A choice made while carrying out one task may have an impact on how another task is carried out. For instance, the salary that is decided for a job based on job evaluation affects recruitment for that job. The interdependence and relationships between HRM functions must be established [4]. A single function cannot work alone. A function becomes an input for another function when it requires other functions as inputs. Every manager must supervise a specific group of subordinates.

Each manager is required to handle their subordinates in some capacity (human resource planning, induction, performance evaluation, training, discipline management, grievance handling etc.). Human resource activities (functions) may only be performed in part or not at all if managers across the board fail to accept responsibility. In the sense that every manager is accountable for HRM, it is appropriate to note here that every manager is a human resource manager [5].

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