

Advantages and Disadvantages

Advantages:

1. Ensure Better Growth

Everyone outside of the human resource department already knows that being a part of the human resource department enables visible advancement in their job profile and description, as well as monetary compensation.

Working as a human resource manager, one quickly realizes the true value of that job in the firm. As a result, it is apparent that the human resource department provides superior professional development.

2. Enhance Employee Relationship

HRM focuses on developing positive relationships between management and employees in order to ensure business continuation. It pays workers a fair wage and provides for all of their basic needs.

Human Resource Management improves employer-employee coordination by incorporating employee thoughts and suggestions into policy development.

Moreover, it keeps track of the working environment offered to employees and guarantees that they have a sanitary working environment, higher remuneration, and more benefits and amenities. As a result, employees form long-term bonds with the company.

3. Improves Human Resource Planning

Human resource management is effective in maintaining talented people for a longer period of time within a company. It can be able to estimate the right number of employees that will be required for your organization. Moreover, you can easily analyze the difference in working positions that will be required to grow your business.

Also, human resource management can be able to provide job posts where the job description and responsibilities are included. In this regard, it will help to pick the right people according to the proper information of job designations.

4. Increases Organizational Effectiveness

Human resource management plays a significant role to grow the overall productivity and profitability of your organization. It is the one who keeps track of all resource allocations and ensures that they are fully utilized with minimal waste.

Moreover, the human resource management department links the right individual to the right role, increasing an organization's effectiveness. Also, the most significant aspect of human resource management is to ensure a better working environment.

5. Provides Better Managerial Experience

The actual tasks of the human resource manager are to qualify such individuals for the company's employment positions, where they must meet all of the company's requirements. Also, it provides a better understanding of the job's obligations and responsibilities.

However, it is not just the obligation of a department to carry out its duties in accordance with the department's responsibilities, rather it is also the job of the human resource management to propose ideas based on his or her strategic thinking.

As a result, it should be obvious to everyone that a human resource manager in a human resource department can improve his or her management skills.

6. Enhance Job Satisfaction

The human resource management department can undertake the activities of employee job satisfaction. When a person is qualified to undertake the working tasks and obligations of a human resource manager, that person must first grasp the value of the role for which he or she has been hired.

Even with prior expertise in a similar sector of work, it is difficult to find job satisfaction in this type of career. In this regard, the HRM department can deal with directly the employees of any organization.

As a result, they can easily understand the problems and according to the problem, they can offer solutions.

Disadvantages:

1. Legal Liabilities

When it comes to becoming a human resource manager, there are numerous types of legal obligations. In this regard, the most essential of which is that the HR manager must use his or her legal abilities effectively to avoid uncertain corporate situations.

The duties and responsibilities of human resource management are divided into three categories: staffing, employee compensation and benefits, and defining/designing work. As a result, it is critical for employees that the legal obligation can be addressed to the human resource manager, who can reason with prospective corporate concerns.

So, the primary goal of human resource management is to increase an organization's productivity by maximizing the efficacy of its personnel.

2. Maintaining a Safe Distance

The majority of employees at global corporations believe that their boss is difficult to grasp, but the truth is that being an HR manager is not as simple as it appears. Every employee of the organization is given a job description that outlines all of the duties and behaviors that are required of them.

Moreover, the human resource management. Similarly, the HR manager is supposed to keep a safe distance from his or her staff in order to make sound corporate judgments.

3. Insufficient Information

Human Resource Management systems suffer from a lack of critical information on their employees. Before adopting these solutions, you will need a good employee database.

Moreover, some businesses lack the necessary information about their staff. This system cannot be adequately implemented without enough information and a database.

Also, a well-thought-out and implemented HRD program is not HRM. HRD is a subset of HRM, which is a holistic management strategy. Human resource management may face such kinds of difficulties as well.

Before implementing human resource management, it is necessary to gather, store, and retrieve data. Many businesses do not keep accurate records of their employees, necessitating the acquisition, retrieval, and storage of this data.

4. Lack of Adaptability

To manage the overall activities of any business, the employees need to follow the rules and regulations of human resource management. Moreover, personnel systems often adhere to plans and regulations in order to standardize how your company handles its employees.

Also, human resource management depends on the support of top-level management. While implementing HRM, a shift in mentality at the top can yield positive effects.

This work is done by personnel management employees due to a passive attitude at the top. Nothing exceptional will happen unless top management changes its approach and attitude.

5. Unpredictability

Another major disadvantage of human resource management is the inability to forecast external events and people's behavior. HRM requires the complete support of all employees and senior management in an organization to be successful.

Moreover, there is no guarantee that the employees you train will remain with your firm. Also, investing in a human resources program is hazardous since you can spend money on training employees who don't stay with your company long enough to repay your investment.

As a result, it may not produce the desired effects if senior management does not provide adequate support.

6. Improper Development Programmes

Human resource management offers various career development programs that will assist to grow your career. For example, career planning, on-the-job training, development programs, MBO, and counseling, among others. In the workplace, there is a need to foster a learning environment.