

Tabish Parkar

05HA230997

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Bellville

Human resource management plays an important role in the success of organizations by hiring and maintaining quality staff members who contribute to and improve the value of an organization.

Human Resource departments have the task of recruiting and selecting the right candidates for job positions within an organization. They have a very important role in finding the skills and qualifications need for a specific role and then finding or attracting suitable candidates. Once the candidates are effectively screened and interviewed, human resources will ensure that only the best suited individuals are hired which will in turn contribute to the overall quality of the staff. Sources strongly suggest that effective recruitment and proper selection processes will lead to better employee performance and productivity overall.

Once employees are hired, the human resources departments also play an important role in the training and development of employees. They design and give out training programs which will help employees develop the necessary skills to perform better in their roles. Through constant learning and development opportunities, human resources ensures that employees will stay up to date with the latest industry trends and technologies. This not only improves their performance but also helps to improves their job satisfaction and motivation. According to sources given, investing in an employee's training and development results in higher employee participation and organizational success which betters the organization.

Human resource departments are also responsible for setting performance criteria and testing employee performance. They establish performance appraisal systems which provides feedback to employees on their strengths and areas needed to be improvement. Regular performance reviews help identify training needs and promote a culture of constant improvement within the organization. Sources also strongly suggest that effective performance management systems lead to an increased employee satisfaction and retention.

Human resource departments also play a crucial role in encouraging employee engagement and retention. They develop strategies to create a positive work environment where employees feel valued and motivated. This includes starting employee recognition programs, promoting a work-life balance and providing opportunities for career advancement. By mainly focusing on employee well-being and job satisfaction. Human resources contribute to higher levels of employee engagement and lower resignation rates. Sources strongly contest that engaged employees are more committed to the organization and contribute to its success.

Human resource management plays an important role in hiring and maintaining quality staff who help contribute to and improve the value of organizations. Through effective recruitment and selection, training and development, performance management and employee engagement strategies, human resource departments ensure that organizations have the correct people in the correct roles. The impact of human resources on organizations is impactful, leading to higher employee performance, productivity, engagement and less resignations. As suggested by sources, organizations that focuses on human resource practices are more likely to achieve success and competitive advantage in the long term. In conclusion, by applying these strategies, an organization can expect to see drastic improvements in productivity, customer satisfaction and overall business success. It is important to focus these actions to stay competitive in today's diverse marketplace.

References

Menefee, M., et al. (2016). The Role of Human Resources in the Success of New Businesses [Preprint]. Retrieved from: <https://core.ac.uk/reader/149233090>