

**Title:**

Human Resources 101a

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**Summary:**

Managing an organization on its way to success has its own challenges, like dealing with economic factors that may or may not stand as obstacles. Ordinarily, one will claim that this is a Human Resource affair. However, some successful organizations have employed more workable techniques to succeed. This is the human resources of today.

**The Traditional Role of Human Resources**

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Managing an organization on its way to success has its own challenges, like dealing with economic factors that may or may not stand as obstacles. Ordinarily, one will claim that this is a Human Resource affair. However, some successful organizations have employed more workable techniques to succeed. This is the human resources of today.

**The Traditional Role of Human Resources**

Most people in an organization will identify the Human Resources Department to anything systematic, policy-related or administrative. Some automatically think that a Human Resources Program will proceed with psychology or endeavor to inculcate any of the three mentioned above.

This traditional method puts emphasis on leadership, cohesiveness and loyalty in an organization. It emphasized on collectivism.

There is nothing completely bad in such traditional view. However, it was criticized for focusing too much on the economic factors of an organization.

This had been confronted further by different aspects and needs. Thus, the field

of human resources was also shaped as it adapted to the social or political environment.

### Transitional Phase

Times are changing now. The traditional perception must be taken out of the picture. The modern trend now in Human Resources Management is to be more strategic, consultative and interactive.

### Human Resources of the 21st Century

It is definitely a desirable change. However, this may not come easily to those who have gotten used to the 'old school.'

The social climate of the organization is now addressed, rather than being limited to the economic factors. This time the behavior of the individual is given as much importance as the economic structures.

This time around, Human Resources Department pushes even more the firm into performance as each member now is driven by the attention given.

### What Should One Expect in the Human Resources Department Now?

1. The department must show that it contributes to fulfilling all the goals of the whole organization. It is not anymore limited to the department.
2. It should provide also bases and dimensions to measure the success of the human resources initiative and the processes applied.
3. All the members of the organization are to be treated and recognized as clients.
4. Finally, it will not hurt to also change the perception of the people with regard to the role of the Human Resources Department.

It is undeniable. It is necessary to further educate people and provide support to this practice.

### What Are the Current Initiatives to Fulfill the Goal?

- Human Resources Outsourcing

Normally, people approach the Human Resources Department to consult on matters

to regulate relations among members. However, this consultation could also be utilized to break away from the old shell.

Providing services to the other departments of an organization will make the HR Department a more dynamic entity. It could help in determining some processes to realize the vision of a particular department.

- Human Resources Education

The academe can make a big difference in changing the perception.

Improving and developing the literature and the present theories will be helpful in addressing the concerns and the needs of any organization. This is in light of the constantly changing society that concerns the human resources experts and people.

Further studies in the Human Resources can help shape and improve the theories. However, pursuing a career in the Human Resources is expected to contribute to the developments in practice and implementation.

There are initiatives also to spread the knowledge within the organization, down to the most ordinary members. The best way to empower them is to give out Human Resources software that provides an orientation and comprehensive discussion of organizational policies.

- Human Resources and the Law

There are Human Resources laws provided nowadays. This fact is beneficial to most people in the workplace. It establishes the foundations that must be present in any firm or organization. It also sets limits the extent of what human resources will cover, so as not to deprive any person of any basic right or privilege.

There are even some who now implement a Human Resources Program that allows active participation of the employees. They are made part of decision making and the HR Department is tasked to come up with methods and venues to make this endeavor feasible.

Leadership is undeniably important in any organization. It grounds the responsibility and accountability on a single source. However, for any whole to work, its parts must be recognized. That is why the developments in the field of Human Resources are very much welcomed. Human Resources Management must focus on its real strength, on its real resources, the human resources.

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