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What are the principles of human resource management

The evolution of human resources since the early 1900s provides many challenges for human resources professionals. Traditionally referred to as the "personnel department," the focus of this department has shifted with expanding responsibilities due to changes in the organizations. What once were clearly defined duties of the human resources unit and the line manager are now blurred and sources of conflict. Line managers are more production- and goal-oriented, as it is their role to make or save money for the company. Line managers are often referred to as supervisors, if at a more entry-level stage. Line managers are more hands-on oriented and responsible for getting the work done, maintaining employee performance and handling disciplinary issues. The human resources manager has a legal and moral responsibility to both the employee and the company with a much broader scope. Unlike the line manager, he is not directly responsible for the employee's performance. His role is to see that any issues are dealt with fairly, legally and in accordance with company policy. Line managers can see human resource managers as a hindrance and more like a "policy-manual-thumping" police department. Conversely, human resource managers can see line managers as "walking lawsuits" due to the lack of training and understanding of employment laws. Human resources managers should spend time with the line manager in learning the business and how goals are achieved. Line managers should be trained by human resources managers in legal and employee relations issues. There seems to have been some positive meeting of the minds of human resources and line managers as work becomes more complex and employment laws more stringent. Human resources managers are also working toward better relationships with the line managers by increasing their understanding of the business. Human resources planning, structure and organization are all important to managing human capital -- or, human resources -- the most valuable asset in an organization. Aligning HR and business goals, managing talent, improving employee engagement and working together with executive leadership are several key components to HR management. Aligning human resources practices with business philosophy is one of the most important aspects of human resources management. An organization's philosophy, mission and values pervade the entire company -- not just those who attend meetings in the boardroom. Consequently, human resources management supports values such as adopting fair employment practices, recognizing hard work and effort, motivating high-performing employees and developing the skills and talent of employees who show promise and demonstrate aptitude. Human resources leaders have control of whether employees succeed and, thus, the ability for an organization to become an employer of choice. Talent management is a way to collectively describe the recruitment, selection, retention and promotion of employees. Human capital is the most important aspect of any business and its human resources department. Human capital represents the resources a company has available for achieving business objectives such as productivity, quality and variety of products and services offered, workplace safety and, most of all, profitability. Human resources staff recruits qualified applicants, determines which candidates are best suited for specific roles, provides professional development opportunities and evaluates personnel. For some, the term "employee engagement" is just another buzzword in the human resources field. However, employee engagement can be a quantifiable aspect of employment. The meaning of employee engagement is very fluid - it applies to front line workers, supervisors, managers and even executive leadership. Employee engagement refers to the level of enthusiasm, motivation, confidence and satisfaction employee have and how they feel about continuing to contribute their skills and talent to the workplace. Quantitative measurements of employee engagement come from employee opinion surveys, turnover rates, analyzing retention policies and expenditures and compensation studies. Developing a human resources strategy that complements overall business goals is another important factor of human resources management. From its beginning as personnel administration, the human resources field has evolved into a role as strategic partner with executive leadership. Of the primary goals of human resources experts, "getting a seat at the table" means human resources is finally considered an essential element of business success. While many organizations have C-level employees who contribute to corporate strategy, there are many more companies that must learn how important human capital is to their success. Human resources departments in an organization handle employee relations, hiring and benefits for all workers. The human resources manager oversees the function of the department and sometimes specializes in an area of human resources management. Human resources departments shape company policies and bring in the most qualified employees. The human resources manager directs the activities of workers in the department. A manager assigns duties to HR employees, including training, employee benefits and recruitment. The human resources manager works with department heads to determine the needs of the organization. For example, a department head might determine that a specific number of employees is needed to fulfill the goals of the organization. The human resources manager will assign the task to a worker in the department to place advertisements for workers, recruit new employees, conduct interviews and check references to fulfill the need of the department. Human resources employees may enter the field with a bachelor's degree, but an advanced management position requires a master's degree. According to the Bureau of Labor Statistics (BLS), education in human resources does not occur until the graduate level. The manager might have education in a technical field such as engineering in a high- tech company. Business administration and industrial relations degrees assist those seeking a management position in human resources. A human resources manager must have communication skills to work with employees, new recruits and department heads. A manager must have leadership skills to direct the activities of workers in the HR department. Human resources managers are knowledgeable in employment law and the regulations to protect workers. Human resources managers can advance to a consultant position working independently with companies to develop a benefits package, hire new workers and create a training program. Human resources employees can obtain certification to advance in their careers. The American Society for Training and Development and the International Foundation of Employee Benefit Plans offer certification for HR workers. what are the principles of strategic human resource management. what are the main principles of human resource management. what are the key principles of successful human resource management in an international context. what are the principles of hrm. what are the basic principles of human resource management. what are the principles of hr. what are the principles of human resources

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