

# The Prominent Roles of Human Resource Management in an Organization

## Description

The Human resources management team is the conduit between the employees and the management team. They help management teams analyse trends and advise them on how to manage people as business resources.

They are involved in payroll services, [performance appraisals](#), attendance management, [leave management](#), statutory compliances, liaising with statutory bodies etc. Apart from handling queries & understanding and managing trends,

Talent management, coordinating employee benefits and suggesting employee training and development strategies are key functions of a well-oiled [Human Resources](#) team.

HR professionals are closer to consultants, and not employees serving a single business function; they advise managers & teams on many issues related to employees. This guidance helps employees & teams perform at their peak and enables the organization to achieve its goals.

At every level in the enterprise, managers and HR teams work together to manage & develop employee skills.

## Recruitment

HR teams build strategies for increasing employee commitment. The strategy begins with recruiting & onboarding.

HR managers create different strategies to ensure that the right candidate is selected for the job at hand. Even if you have a great candidate who doesn't meet your current needs perfectly it will create a recipe for failure.

Recruiting the right person for a specific role within the organisation is crucial.

## Performance Appraisals and training

HR Teams with the aid of HR automation systems create the framework to allow managers to evaluate team performance on a regular basis. The old days of a yearly appraisal no longer work in a competitive environment that is the norm at most work places today.

Using this data HR teams create learning & development programs to ensure that employees have all the skills that they need to handle their role within the organisation efficiently.

## Developing Public Relations

HR Management team ensures good public relations in the firm. This brand building exercise helps attract new talent.

## **Conflict resolution & Work place environment**

Designing a good working environment is vital to creating a productive & happy workforce.

A strong HR management team solves the conflicts which arise between the employees and the employers. They listen to the grievances and help create satisfactory solutions. Using HR Automation they can better understand the factors leading to conflict and implement policies to stop them from arising.

### **Category**

1. HR Strategy & Trends

### **Tags**

1. HR manager
2. HR roles
3. HRM
4. Human Resource Management
5. performance appraisals
6. Recruitment

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