HUMAN RESOURCE MANAGEMENT

By:
Jho Andrea Hil L. Macalinao

Business environment has become more intense in terms of technological capacities and innovative ideas nowadays. This creates immense impact to almost any form of organization. Companies must expand and grasp new leadership in order to keep up in the digital world, which brings forth the necessity of human resource management. Technologies are useless without proper and efficient handling, and without management, employees will have to find their own ways to be efficient in their work. The lack of directives for proper distribution of assignment to operate and be productive will affect the overall efficiency of a company.

The role of Human Resource Management is not only limited in hiring personnel but also to guarantee that each persons hired can cope up with the organization’s goals and objectives. In order to make the personnel productive and stay focused on the organization’s goals and objectives, management sets policies, training and seminars to prepare for their employees.

Human is the most important resource an organization could have, but they are the most complex and diverse in nature such as each of them have different aspects and different limitations. This is why a manager should know how to manage these people, and must always be aware of the differences in the workplace, so, approaching and inculcating discipline will be easier for them.

Management is fully aware of the critical role of human resources in the success or failure of a company. If the management is too loose they are exposed to some abusive employees and if they are too tight, it can lead to employees leaving the company, thereby creating risk of replacements who are not as good as their predecessors. It is therefore the
responsibility of human resources to ensure that explicit control as well as fair consideration are applied objectively, without discrimination, depending on the circumstances.

In the Philippines, the government and the private sector are focused on global competition. People are trained on the basis of international standards. For the economy to flourish, every worker must be kept updated with the current developments, trends, and changes like, advance technologies, which can assist in timely and better performance of each employee in doing their assigned task; seminars and workshops can be conducted to equip personnel with new information, knowledge and skills to enhance abilities and harness their full potential.

The field of human resource varies with the economy. As the economy changes, human resource must adjust accordingly in order to meet the demands and needs of the current conditions. Management should be flexible enough to cope up with any given situation.

Reference: