IS HUMAN RESOURCE ESSENTIAL?
Written by: Ma. Debbie S. Limongco

Human resources, as part of the organization, play a role of recruitment of competitive candidates, prepare rules and regulations, and introduce internships and trainers, preparing a career map and a personal skill development target for each employee as specific measure for “self-fulfillment” and establish a room for education and learning. These are some of duties and responsibility that a competitive human resource should have.

HR deals with many issues but the most challenging part of one HR is how to move to a more strategic role, addressing the issues of Recruitment, Retention and Motivation and developing leadership because this process has become continual and time-consuming.

The most challenging shifts have related to changing core HR practices such as the remote onboarding of new employees, the shift to virtual/online learning and development interventions rather than the more traditional face-to-face practices that employees have been used to.

Just imagine a place with a government but no laws and police department? As well as you can imagine an organization without human resource, how will the employees work for their goals? They are working without directions and achieving a goal without specific guidelines. And maybe their goals are not concrete because it has no foundation to depend on.

The human resources department is very important in any organization, and HR professionals often touch more areas than recruiting, training, and pay. The HR department is also critical in shaping company culture, employee engagement, and managerial effectiveness.

In achieving the inner core of the organization's objectives, our main emphasis for this human resource section will play an important role. To help the organization achieve its
objectives, HR can ensure that these priorities perform their function in our organization to achieve and retain high morale among employees. When our workers work with the organization’s substances, we will contribute to motivating the HR staff to work hard and maintain the organization.

People are one of the most important intangible assets of the business, when they feel valued and appreciated, they feel better about coming to work and doing a good job, and when human resource take care of them, they will take care of the organization as well and HR is definitely essential in every organization.