

# **5DVPA – CIPD Professional Map**

## **Part A**

# Table of Contents

Role and Contribution of the HR Professional ..... 3

    Question One ..... 3

    Question Two..... 4

    Question Three..... 4

    Question Four..... 7

References..... 9

# Role and Contribution of the HR Professional

## Question One

The current corporate culture is highly emerging and contemporary in nature making it extremely difficult for the management to cope up with the market challenges (De Stefano, 2018). In this regard, being the managing authority of the most vital resource of the organization which contribute directly and majorly to the organizational success is exceptionally challenging for the human resource professionals. However, considering the importance of the HR professionals in the organization it is also analyzed that the role of the HR professional is significant and so the personnel have to be conscious for their actions and performance.

Considering the professional map of CIPD it is provided that human resource is the base for the organizational development as it not only support the business functions and processes but also handle the key to the success; the competitive advantage of the business to the market. The HR professionals have to accept the challenges of the market as currently under the influence of altering business trends like diversification, globalization etc. the market competitiveness is augmenting rapidly. The professional map also mention that the leading HR is the base of all the other aspects including employee relations, organizational design, organizational development, resourcing and talent planning, learning and development, performance and reward, employee engagement, as well as service delivery and information which resides of the foundation of insights, strategy and solutions (Armstrong, 2019). As far as the future of HR and professionals and leaders of HR are concerned the forthcoming would involve more streamlining of new strategies and approaches to the practical aspects. Additionally, the HR professionals and practitioners would have to embrace analytical and technological aspects and innovations into their professions, there would be need to understand the life stage of each and every employee working

under the organization. The more focused goals along with the turning phase of proactive from reactive and many other important development would be needed. The evolution of HR as compared to the previous or historical means states that in modern times the practitioners have come across to a new challenge of VUCA World. The VUCA world is based on the volatility-uncertainty-complexity-ambiguity of the market and industry. In the fast changing world, every single entity is unstable every now and then. The volatility shifts from small to big and vice versa. It has been difficult to judge and predict the risk due to such uncertainty in the emerging world. Nevertheless, with the increase in volatility and impacts of uncertainty the complexity of the market is being increased each day. This tends to be challenging situation to HR professionals concerning these issues along with the ambiguity as there are multiple views from a single window. The VUCA world in the evolution of HR plays an important and challenging role for the forthcoming HR professionals and leaders.

## Question Two

As it is explained that the role of HR professional is vital for the success of the business considering the CIPD Professional Map. So in addition to this it is also important to analyze the required range of skills, knowledge and behaviors required for these HR professions (Banfield, 2018). The CIPD Professional Map focus on two main areas; the professional areas and behaviors. In this regard, the key behaviors need to be demonstrated by the HR professionals to be effective and efficient in their respective roles include curious, decisive thinker, skilled influencer, personally credible, collaborative, driven to deliver, courage to challenge and a role model. The CIPD Professional Map have determined the standards for the HR professional comprises of activities, knowledge and behaviors which are essential for the long-term success of the HR professional and the organization as well.

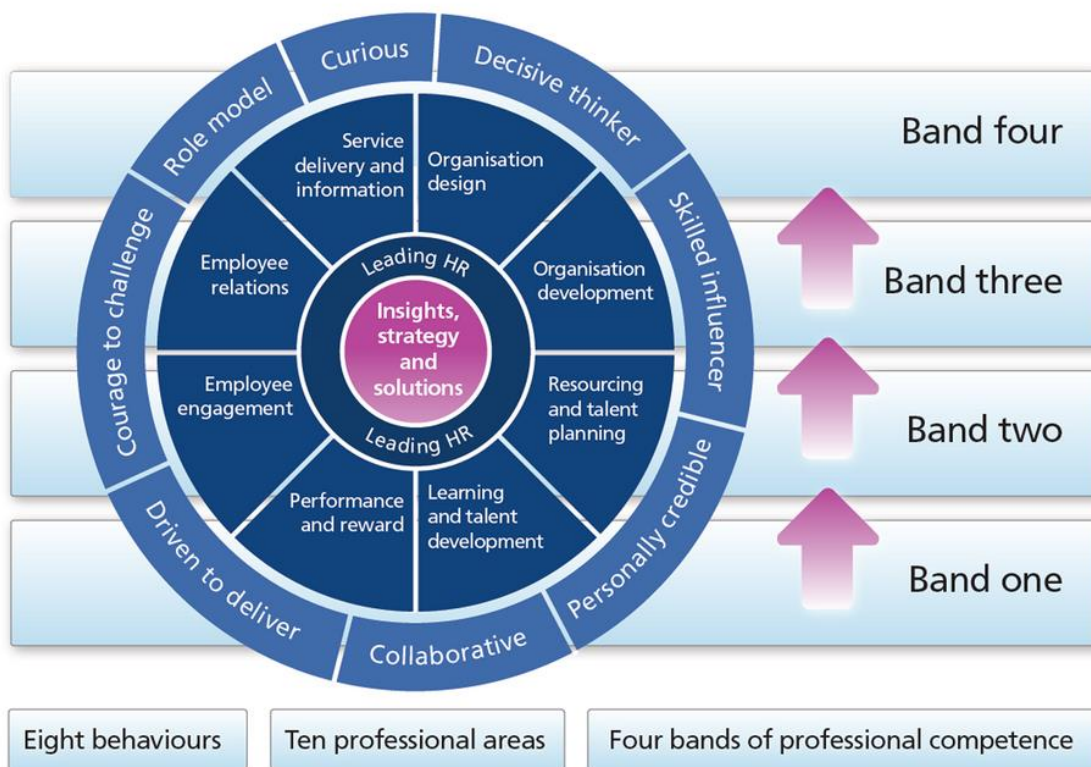
Apart from these eight behaviors of the HR professionals considering the CIPD Professional Map the HR professionals can develop the capability in themselves, their teams and organizations as well. Further they can generate expertise in emerging areas of practice while drive the sustainable organizational change. The HR professionals can grow to be more confident, credible as well as decisive people in professional aspects while proving their value as the expert on the work, change and people. The map offer insight to the specialist knowledge and core knowledge while considering key skills and behaviors. Thus a diverse range of skills, behaviors and knowledge aspects need to be covered by the HR professionals while being focused in the respective area of concern. The HR can make better decisions while acting confidently when they implement the recommended skills and behaviors. However, they can perform at the peak and drive change smoothly in the organization to progress in their personal career paths.

In this regard, it is provided that the HR professionals have to make sure that all the areas of knowledge which the CIPD Professional Map have mentioned need to be incorporated by them in their performance. For that they need to be highly decisive as well as demonstrate confident performance with firm grip over the areas of learning and development, diversity and inclusion, employee relation, employee engagement, Service delivery and information, resourcing and talent planning, performance and reward, organization development and, organization design as well as specialist knowledge and suitable level of insight. The HR professionals and practitioners with the help of these behaviors would be able to help the employees in developing and enhancing their skills and knowledge. The professionals for instance may be help the employees through training and developments programs. Additionally, enhancing their knowledge and skills would be possible through job enrichment and job enlargement along with the concept of job shadowing. These opportunities can be made available by the help of HR professionals to enhance the abilities,

knowledge and skills as required by the particular segments or nature of job being held by the employees.

### Question Three

## The HR Profession Map



© CIPD HR Profession Map

The CIPD professional map is entirely focused on determining the path to be a successful HR professional (Beltrán-Martín, 2018). The above is the professional map introduced by CIPD which has three main aspects relied on the eight behaviors, ten professional areas and four bands of professional competence with a dominating role of leading HR professionals and all these are centered on insights, strategy and solutions. The aim is to ensure the connectivity among the

employees and the employers in the corporate sector where HR professionals play a vital role to deliver the purpose and so it sits at the heart of the CIPD Professional Map.

The CIPD Professional Map 2013 set the standards for the learning and development and human resource professionals, senior business personnel as well as academics and their respective organizations across the world. The core aim is to ensure that the bar is set high for the HR practices. The map specifically determine the best practices of L&D and HR professional and organizations as well as mention their knowledge and understanding of the key skills and capabilities. When the HR professionals comply with all the guidelines provided by the map then they tend to be more effective and efficient in their respective roles. The HR professionals then gain the capability to see beyond the regulations to do the right things while following the standards of four bands (Kryscynski, 2018). All the bands ensure the utmost quality of the practices; based on the key knowledge areas, professional areas and skills (Maurer, 2018). The Map covers 10 professional areas and 8 behaviors, set out in 4 bands of skills, covering all levels of the HR profession, from Band 1 at the beginning of a HR career to Band 4 for senior leaders. It has been developed to be appropriate and accessible in all markets and companies of all shapes and sizes to HR professionals working anywhere in the world (Alvehus, 2018).

#### Question Four

As I acquire these above mentioned skills and knowledge using the CIPD professional map so it is identified that this assignment is specifically of great help in order to analyze the importance of all the aspects related to the HR professional practices. However, this paper focus on the implementation of the key skills, behaviors and knowledge areas which are essential for the success of the HR professional specifically and organizational generally.

This assignment help me to understand the CIPD professional map as well as it also help me to analyze the ways in which it can be implemented. Further I have also learned the importance of the HR professionals while in addition to this I have also learned that how HR personnel can take advantage and support of the CIPD professional map to progress and be efficient by all means.



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