

## **“HR PROFESSIONALISM”**

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## **What is HR professionalism, and how do you ensure that you are effective and efficient within HR?**

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The term “Human Resource” is used for both people and group of individuals who work for an organization and are responsible for the management of resources and issues related to employees. This term was first coined in 1960 when professionals started working on the issue and behaviors of an organization (Schutte & Swanepoel 2016). The professionals related to Human Resource value the principles and framework that is used for making an organization more compatible within the market, this framework consists of five principles; external realities, involvement of stakeholders, advance practices, new practical resources, and well-matched professional.

### **Human Resource Professionals**

Individuals and groups working for the people and issues of an organization are referred as the representatives of Human resources, these issues may relate to the benefits, compensation, hiring, recruiting, managing the performance, training and development of the environment and culture of an organization. Individuals and professionals belonging to the groups of Human Resource are also responsible for the advising and guiding the employees regarding the decisions related to future planning, finance related matters, and decisions related to performances. In this global changing era and vision, the professionals of HR are planning and gearing new ideas to set new rules, regulations, and goals for the development of an organization. Human resource professionals are the ones who are considered as the most functioning elements of an organization this is why they are also known as the supporter of bureaucracy (Schutte &

Swanepoel 2016). Generally, the major role of Hr professionals is to systematize type policies of management devices. Within this changing era of technology, many professionals are changing their principle approaches; the professionals related to HR are also recommended to change their plans according to the needs of their organizations.

## **Evolution and the roles of HR**

The roles of HR professionals have evolved with time as per needs of the organizations. The development of managing authorities has changed the whole cycle of evolution. Due to the market related needs, HR authorities are changing their conventional views regarding the roles of their departments. The major changes related to the evolution started in the period of 1990's. These changes were noticed as the changes under the groups of efficient and effective leadership, new strategies, and the goals that were effective in order to achieve new objectives and rules. In the 1990's new changes that were noticeable were related to the roles of employees development, administrative expertise, changing the style of conventional agents, and providing new roles to the partners who are strategically involved in a certain organization (Schutte & Swanepoel 2016). With major changes, evolution in techniques also occurred in the mid 2000's. These evolutionary changes included in these major aspects of every organization, namely;

- Advocate of Employees
- Developer of Human Capital
- Functional Experts
- Strategic Partners
- Leaders and influencers

The heads or representing officials of employee advocates focused on the relationships between employees. The developer of human capitals worked and focused on building the future of workforces. Functional experts worked for the designing and delivering the major practices of human resource professionals. The strategic partners helped and ensured the entire line managers to reach their goals of time. Lastly, the leaders were guided and recommended to be more credible with the external representatives and the HR functionalities.

The demands in changing the existing strategies that needs to be changed are recommended to focus on those new trends only that are convenient for the organization itself. In order to bring changes in an organization, it is recommended to focus in the broader competencies that add up the value and demand of the organization in the market. Apart from the need of better plans, it is guided with facts that new and better models always implement the plans and activities on time with the effects of better opportunities and competencies.

In order to improve the functioning of Human resources, it is recommended to focus on the impacts of HRM values that are helpful in order to change the perspectives related to the perspectives of HR. Some of them are mentioned below;

- Linking all the human resource strategies with the business strategies, this linkage is known to be strategic planning, and strategies are useful for the development of valued objectives.
- Automating the process of human resources, this automation is considered as the transferring more valuable tasks to all the users and customers.

- Outsourcing the activities of Human resource, with the help of outsourcing these plans, the outcome is noticeable in the tasks of HR officials. These officials are serving technically to the vendors and managers.
- Measuring the return of investment given in the activities conducted by human resources, with the help of a balanced and measured system, HR professionals are able to qualify and involve the benefits that are valuable financially.

### **Production of the roles of HR professionals**

The HR professionals are considered as the people who are always ready to follow the trends that are beneficial for an organization. There are a certain set of rules that help out and improve the role and responsibilities of Human Resource. These aspects may include; the selection measure of staff recruitment that shows the development at lower level. It is required for any HR professional to evaluate all the existing skills and talents to ensure the changes and developments in those skilled individuals. Apart from the changes on individual level, major changes on organizational level are also required; these changes may include the fresh hiring of individuals for the sake of collecting new talent (Malik 2018). Lastly, the production of this evaluation involves the creation of more diverse work environment that may engage the measurement of diversity and pluralism. The work values under the reference of Human resource, involves more caring and responding behavior towards the stakeholder and especially the employees. As mentioned above the five categories with which evolutionary changes are noticeable have also proved to be authentic in terms of adding values to the role of HR professionals (Malik 2018). These categories guide an individual to ensure that they are effective and efficient within HR. The detailed information regarding these categories is as follows;

### **Advocate for Employees**

HR professionals are known to be the advocates of every employee. They are responsible to look at the work and task through the eyes of employees in most of the cases. This way it becomes easier for them employees to work with focus. If the employees are ensured that a group of officials are always there to understand and help them then the employees give successful results in the given tasks. This way better relations and communication is building up with a positive environment. Advocacy is a concerned matter that helps the whole organization including employees, stakeholders, managers, and customers.

### **Developer of Human Capitals**

With the evolution in the roles of Human resources, the human capital developer is considered to be a gem. The role of human capital develop is to focus on the creation of financial income that is created through and by people. Apart from creating income, another role of these developers is to focus on the behavior of all employees equally to create a positive force in the relationships of all workers.

### **Functional Experts**

The functional experts within Human resource are operative on four different levels; the first level includes the creation of solutions for problematic issues, this level motivates the HR professionals to simplify the issues by completing the simpler tasks. The second level works on creating a list of those choices that are knowledgeable for the officials of HR. Third level, guide the professional to adapt those skills that are adaptable with in the business needs of the market. This level helps in diagnosing the issues and giving solutions to it. Last level recommends the professionals to adapt new strategies that are adaptable in the context of new strategies.

## **Strategic Partners**

Being the strategic partners, these professionals are required to identify the issues that are problematic and require sudden solutions. With the notion of finding solutions, the professionals are reliable to create new plans and goals for the managers to fulfill the required major goals. Encouragements to change the conventional methods in to the new ones are also impactful. The strategic partners within HR are highly responsible for creating new values in the institutions. They are responsible for using their knowledge in order to create new strategies that are useful for the managers.

## **Leaders and Influencers**

Leaders in HR are required to lead those functions that are required for the operating systems of the institutions. Leaders are responsible for the process of hiring, training, communication, and managing within the whole organization. These leaders are responsible to make any organization successful by delivering the values and ethics to all equally. They are the valuable assets as they are the roots of any organization.

By concluding this, According to the CIPD's code of professional conduct, Human resource officials are required to be knowledgeable, engaging, and have the ability to treat the employees equally with the notion of diversity and pluralism. They are required to act as the mentors of the employees so that the performance within the employees is enhanced and polished.

## References

Malik, A., 2018. Professionalism and Ethics. In *Strategic Human Resource Management and Employment Relations* (pp. 63-71). Springer.

Schutte, N. and Swanepoel, S., 2016, November. Human Resources Management Professionalism in an Era of Human Resources Management Exceptionalism. In *Proceedings of International Academic Conferences* (No. 4306965). International Institute of Social and Economic Sciences.