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The importance of human resource how critical is it?

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Abstract
In this article I would love to share the Importance of Human Resource in an organization, Scope in HR, how Critical is it, Significant of HR, Career Goal in HR, a lots more. Today HR is playing a very important role in business and economy, globalization etc. However, I believe that the opportunity and career growth in HR is going faster in Today' Bussiness. Thus, the primary purposes of this article are to (a) examine some of the importance and critical that should influence the future of HR, and (b) provide an overview of the very interesting articles included in the special issue. We also consider implications for future research and practice in the field.

Keywords: Importance of human resource, globalization, economy, significant of HR

Introduction
The first definition of HR is that it is the process of managing people in organizations in a structured and thorough manner. This covers the fields of staffing (hiring people), retention of people, pay and perks setting and management, performance management, change management and taking care of exits from the company to round off the activities. This is the traditional definition of HRM which leads some experts to define it as a modern version of the Personnel Management function that was used earlier. The second definition of HRM encompasses the management of people in organizations from a macro perspective i.e. managing people in the form of a collective relationship between management and employees. This approach focuses on the objectives and outcomes of the HRM function. What this means is that the HR function in contemporary organizations is concerned with the notions of people enabling, people development and a focus on making the "employment relationship" fulfilling for both the management and employees. These definitions emphasize the difference between Personnel Management as defined in the second paragraph and human resource management as described in the third paragraph. To put it in one sentence, personnel management is essentially "workforce" centered whereas human resource management is "resource" centered. The key difference is HR in recent times is about fulfilling management objectives of providing and deploying people and a greater emphasis on planning, monitoring and control.

Why Human Resource functions are important?
Human Resource Management deals with issues related to compensation, performance management, organisation development, safety, wellness, benefits, employee motivation, training and others. HRM plays a strategic role in managing people and the workplace culture and environment. HR training and development specialists coordinate new employee orientation, an essential step in forging a strong employer-employee relationship. The training and development area of HR also provides training that supports the company's fair employment practices and employee development to prepare aspiring leaders for supervisory and management roles.
Employee relations specialists in HR help the organization achieve high performance, morale and satisfaction levels throughout the workforce, by creating ways to strengthen the employer-employee relationship. They administer employee opinion surveys, conduct focus groups and seek employee input regarding job satisfaction and ways the employer can sustain good working relationships.
H.R also importance for HR recruiters manage the employment process from screening resumes to scheduling interviews to processing new employees. Typically, they determine the most effective methods for recruiting applicants, including assessing which applicant tracking systems are best suited for the organization's needs.

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HR professionals work closely with hiring managers to effect good hiring decisions, according to the organization's workforce needs. They provide guidance to managers who aren't familiar with HR or standard hiring processes to ensure that the company extends offers to suitable candidates.

Scope of Human Resource?
Human Management The scope of HRM is very wide:
Personnel aspect - This is concerned with manpower planning, recruitment, selection, placement, transfer, promotion, training and development, layoff and retrenchment, remuneration, incentives, productivity etc.

- **Human resources planning:** Human Resource Planning refers to a process by which the company to identify the number of jobs vacant, whether the company has excess staff or shortage of staff and to deal with this excess or shortage.
- **Job analysis design:** Another important area of Human Resource Management is job analysis. Job analysis gives a detailed explanation about each and every job in the company.
- **Recruitment and selection:** Based on information collected from job analysis the company prepares advertisements and publishes them in the newspapers. This is recruitment. A number of applications are received after the advertisement is published, interviews are conducted and the right employee is selected thus recruitment and selection are yet another important area of Human Resource Management.

Training and development: Every employee goes under training program which helps him to put up a better performance on the job. Training program is also conducted for existing staff that have a lot of experience. This is called refresher training. Training and development is one area where the company spends a huge amount.

- **Motivation, welfare, health and safety:** Motivation becomes important to sustain the number of employees in the company. It is the job of the Human Resource department to look into the different methods of motivation. Apart from this certain health and safety regulations have to be followed for the benefits of the employees. This is also handled by the HR department.
- **Industrial relations:** Another important area of Human Resource Management is maintaining co-ordinal relations with the union members. This will help the organization to prevent strikes lockouts and ensure smooth working in the company.

Critical Aspects of Human Resource
For an organisation to succeed in implementing its workplace health and safety program, HR has an essential role to play. Here are 10 aspects of HR which have a vital role in the success of any organization.

1. Job design
Aspects of job design such as workload, rostering, shift work, clarity of reporting relationships and direction, supervision and more have a critical role in the prevention of workplace injury. Physical injuries can be minimised through consideration of ergonomics, repetitiveness and physical exertion of tasks in resourcing planning.

2. Recruitment and selection
Recruitment and selection can assist in the prevention of workplace injury and illness in several ways. Firstly, it is essential that all successful candidates identify with and can demonstrate a commitment to safe work practices.

3. Induction
Statistics show that new employees are the most likely to be injured, therefore it is essential that safety information specific to a role is provided as early as possible. This can be prior to commencement or immediately upon commencement. This information should include information regarding policies and procedures relevant to the role, and also a practical induction into specific safety equipment, practices or risks that may exist in their new role.

4. Working conditions and amenities
Employers are required to provide and maintain a minimal level of facilities for the welfare of workers such as access to first aid and amenities such as clean drinking water and washing facilities. The increase in the incidence of working from home arrangements also creates a requirement for employers to ensure that the home workplace meets the above criteria, is generally safe and comfortable and does not pose an additional risk of injury to the employee.

5. HR policies and procedures
HR policies and procedures such as codes of conduct, bullying, harassment, and discrimination, alcohol and drug use, smoking and grievance reporting cross over into the area of organization. Breaches of these policies and or procedures have the potential to result in workplace injury and workers compensation claims.

Six Main Functions of a Human Resource Department
The six main function of HR are recruitment, workplace safety, employee relations, compensation planning, labor law compliance and training.

Recruiting the Right People for the Right Job
The success of recruiters and employment specialists generally is measured by the number of positions they fill and the time it takes to fill those positions. Recruiters who work in-house – as opposed to companies that provide recruiting and staffing services – play a key role in developing the employer's workforce. They advertise job postings, source candidates, screen applicants, conduct preliminary interviews and coordinate hiring efforts with managers responsible for making the final selection of candidates.

Maintaining a Safe Environment
Workplace safety is an important factor. Under the Occupational Safety and Health Act of 1970, employers have an obligation to provide a safe working environment for employees. One of the main functions of HR is to support workplace safety training and maintain federally mandated logs for workplace injury and fatality reporting. In addition, HR safety and risk specialists often work closely with HR benefits specialists to manage the company's workers compensation issues.

Employer-Employee Relations

In a unionized work environment, the employee and labor relations functions of HR may be combined and handled by one specialist or be entirely separate functions managed by two HR specialists with specific expertise in each area. Employee relations is the HR discipline concerned with strengthening the employer-employee relationship through measuring job satisfaction, employee engagement and resolving workplace conflict. Labor relations functions may include developing management response to union organizing campaigns, negotiating collective bargaining agreements and rendering interpretations of labor union contract issues.

Compensation and Benefits

Like employee and labor relations, the compensation and benefits functions of HR often can be handled by one HR specialist with dual expertise. On the compensation side, the HR functions include setting compensation structures and evaluating competitive pay practices. A comp and benefits specialist also may negotiate group health coverage rates with insurers and coordinate activities with the retirement savings fund administrator. Payroll can be a component of the compensation and benefits section of HR; however, in many cases, employers outsource such administrative functions as payroll.

Professional development opportunities are for employees looking for promotional opportunities or employees who want to achieve personal goals such as finishing a college degree. Programs such as tuition assistance and tuition reimbursement programs often are within the purview of the HR training and development area.

Human resources is the set of individuals who make up the workforce of an organization, business sector, or an economy. "Human capital" is sometimes used synonymously with human resources, although human capital typically refers to a more narrow view (i.e., the knowledge the individuals embody and can contribute to an organization). Likewise, other terms sometimes used include "manpower," "talent," "labor," or simply "people."

Human resources development (HRD) as a theory is a framework for the expansion of human capital within an organization through the development of both the organization and the individual to achieve performance improvement. Adam Smith states, "The capacities of individuals depended on their access to education." The same statement applies to organizations themselves, but it requires a much broader field to cover both areas.

Human resource development is the integrated use of training, organization, and career development efforts to improve individual, group, and organizational effectiveness. HRD develops the key competencies that enable individuals in organizations to perform current and future jobs through planned learning activities. Groups within organizations use HRD to initiate and manage change. Also, HRD ensures a match between individual and organizational needs.

Conclusion

Human Resource Management focuses on matching the needs of the business with the needs and development of employees. Tarmac depends on its people because their skills contribute to achieving its business objectives.
Within Tarmac, every employee has a valuable role to play. The emphasis is on helping individuals to work together.

Workforce planning is part of this strategic process, which looks at the long-term needs across the organisation.
Personal development plans enable every individual to grow both professionally and personally within the business. They also help Tarmac to create a distinct and important competitive advantage through selecting and developing highly motivated and skilled staff who are able to perform at high levels.

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