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As founder and director of software development, Ken Lin's core responsibility was to establish strategic goals for the organization and identify new products and innovation opportunities to ensure the company's growth. In addition to this role, Ken has been head of the company's human resources management since its founders. He himself handled all activities related to human resources, including recruitment and talent conservation and ensuring a healthy working environment. This role, however, has become more challenging over time. Demand for good developers has always been high, and just across the border, Chinese companies such as Alibaba and Tencent have been willing to provide Silicon Valley-like wages and benefits to attract developers. Related Topics: Promo Newsletter Summaries and excerpts of the latest books, special offers and more from Harvard Business Review Press. Loading shopping cart, please wait ... By Dr. Kelly S. Meier Updated August 10, 2018 You are excited to start your new job, and your first task is to visit with human resources for an in-take interview. You enter a large office in a zealous way and notice a sign with a long list of functional areas of staff management. Fortunately, the receptionist points you in the right direction of the new resources of the employees. Human resources serve as an administrative centre for most matters focused on employee employment, training and compensation. This section includes the management of personnel. In 2017, the Bureau of Labor Statistics paid a median annual salary of \$110,120 for that position. In order to become a top leader in the field of human resources development (HRD), you will need a degree in human resource development Maintaining a strong, stable is one of the most important areas of staff The Human Resources Department is responsible for the creative recruitment of the future employee, screening procedures and procedures for interviews. Effective communication strategies with applicants play a key role in staff management. When employed, footwear employed was a major part of creating a stable workforce. The cost of retaining an employee is much lower than the cost of recruiting and hiring someone. Human resources advises the administration on how to increase employee satisfaction and promote a working environment that promotes the longevity of the workforce. Training and development are essential for building organisational capacity. Human resource development uses training to fill skills gaps and increase productivity. Some trainings are also used for mandatory training topics such as sexual harassment, workplace violence, new product lines, customer service. The development is reserved for employees who seek to move up in the organization. Young talent needs to be nurtured to fill future gaps in leadership positions and in higher-level administrations. Investing in the professional development of employees increases retention and demonstrates the commitment to helping the workforce to become stronger. When you think of the common functional area of staff management, benefits and compensation are one of the first to come to mind. Normally, staff use a lot of resources from the organisation's budget. Managing wages, insurance and retirement is a critical role for HRD. Other compensation managed by HRD include: bonuses, commissions, company cars and profit sharing. Staff and working relationships are one of the functional areas of staff management. Organisations that have unionised employees must have experts who understand collective bargaining. Understanding zero contracts and compliance with monitoring is crucial for human resources working in this area. In addition, the conduct of contractual negotiations with the management of the negotiating team requires a reasonable understanding of the needs of the employees and the fiscal realisation of the organisation. Finally, the development of a programme for the recognition of employees falls within this area of human resources. Risk management and accountability fall within the field of human resources management. In cooperation with the OSH, the Human Resources Department provides a safe workplace and that all employees are trained in the safety and accident protocol. An important part of this work is also ensuring that ergonomic workstations maintain compliance with federal and state regulations. Staff shall provide training on safety issues and serve as an accident reporting centre in the event of an accident. When a worker is injured in the workplace, the Human Resources Department manages claims for employee compensation, investigates the incident and changes, if necessary. While the HR manager has many performance goals related to her job, her most important duty to the employer is the same outcome as any other business employee - to help the company make a bigger profit. To this end, many of the responsibilities of the human resources manager focus on the bottom of the company. Before the HR manager starts work on any individual initiative, he meets with the executive management to discuss the company's overall workforce plan. This includes creating or updating an organizational chart for your company; discuss which key employees will be regulated for succession; an analysis of the company's current human resources strengths and weaknesses; and budget review. If you want to increase productivity during cost control, the HR manager creates strategies to bring new employees on board; training; creating benefits and compensation programmes to attract and retain top talent; and developing leaders. Each strategy is based on a company's desire to increase profits and should deliver demonstrable results at the end of the year. For example, employee retention programs that award rewards and rewards help the company prevent the decline in productivity that occurs when workers leave. Such programmes also help to reduce employment and training costs. Labour costs are often the biggest cost to the company. The hr manager works in creating compensation packages that maximise the quality of the company's employees while expanding the company's budget. For example, if a company has younger workers, it can offer a higher base salary and more employee-funded benefits. A company with older workers could freeze pay while offering better benefits, such as paid health insurance and pension products. Benefits such as passport, paid leisure, free parking and tuition refund can improve the compensation package for employees. The research industry, the field and competitive payment standards are a key duty for human resources managers who want to attract and retain skilled employees. In addition to helping the company increase profits by controlling labor costs, hr manager works to increase the value of employees of the company. It does this with staff reviews and in-house training seminars. It can also send employees to workshops; pay certificates and professional memberships of the association; and offer a refund of tuition. Hr managers work closely with department heads to identify employees who need specific training to improve their productivity. Human resources managers work to demonstrate the return on investment of every dollar spent on training and development. By Dr. Kelly S. Meier Updated September 24, 2018 A human resource manager is a senior of the leadership team of any company or organization. Responsible for paylists, benefits and conflict resolution, the human resources manager works closely with employees employers to ensure the smooth functioning of the organisation. Given the substantial salary, this position makes this an attractive career choice. The Head of Human Resources oversees all aspects of employment and employee relations. Talent recruitment, interviewing, recruitment and orientation are key tasks of the Human Resources Manager. Intervening in employee conflict and assisting managers in the discipline and ermination of employees falls under the responsibility of the head of human resources. Other duties include the management of pay lists, insurance benefits, medical or disability leave and compliance with labour legislation. In small enterprises, the human resources manager can be responsible for the overall needs of the workforce. In large organisations, human resources managers can control teams of experts who direct specific special areas: If your goal is to become head of human resources, pursue your undergraduate studies in business with specialisation in the field of human resources management. Many faculties offer a bachelor's programme focused on core competences related to the organization's human resources practices. The subject matter includes commercial law, management, management, ethics, communication and data analysis. The advanced rate will significantly increase your marketability as a human resources manager. In human resources management, M.A. includes in-depth knowledge of organisational evaluation, employment law, diversity and integration practices, executive communication and working relationships. After six years of postgraduate education, you will be ready to work in a profitable business area. The median base salary for a human resources manager is \$106,910, as reported in 2016 at \$106,910. Companies continue to need human resources managers to deal with human resources. Greater economic development will also increase the availability of human resources manager positions. Education alone won't give you the job of head of human resources. Experience is key. Set your sights on internships in the human resources department so you can get an inside look at what's going on every day. A position at the level of entry in a larger organization is a great way to start your career path. Start liaise with organizational leadership as soon as possible. The mentor will help you learn about the organizational culture and help plan your career path. Choose a speciality and become an expert. For example, if employee motivation is of interest, you develop and suggest a recognition program. Before you get in the way, you're going to be in leadership positions. As organisations will always need senior administrators to manage staffing issues, human resources manager positions are expected to increase by 9 per cent between now and 2026. That's the average growth rate. The positions are widely available, and major cities such as Chicago, New York and Los Angeles have concentration of people management positions. Positions.

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