

MODULE 4

MANAGING HR IN ORGANISATIONS

Refers to activities and the processes that the human resources department where it applies expertise to assist the whole organization with effectively utilizing its human resources in order to achieve the organization's vision, mission and long term goals.

1. OBJECTIVES OF THE HR FUNCTION

Objective 1: To ensure that the business employs unique individuals who each make an important contribution or impact on the organization effectiveness.

Objective 2: To create a culture where the employee and the organization focus on the same goals and objectives.

Objective 3: To support all managers with the execution of their tasks by assisting them with all matters relating to HR management.

Objective 4: To ensure that the business is properly staffed.

Objective 5: To develop every employee's potential by means of training.

Objective 6: To retain staff by rewarding them for their job well done and by ensuring a harmonious working relationship between employees and management.

Objective 7: To be a link between employees and management regarding all matters.

TASK OF HR MANAGER

1. **SERVICE FUNCTION** – Includes the manager's day to day activities e.g. recruits and trains for the organisation.
2. **CONTROL FUNCTION** – Involves the routine collection and analysis of the information e.g. turnover and remuneration strategies. Includes his involvement due to his expertise in the disciplinary, hearings and grievance procedures.
3. **ADVISORY FUNCTION** – Pertains to giving advice on all HR policies and procedures.

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