

The Strength of Human Resources in Organization

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Abstract – Human resource is a key part of any organization which looks its actual impact limited while outsiders hardly understand its core value proposition. Human resource is used to elucidate the people who perform for a company and its department sole responsible to manage resources related to employees. Human resource has both Strength as well as weakness which reflect on company's or organization's activities because HR is widely known for its employee's development, compliance, seconding for the organization. In this paper, an attempt had been made to uphold the positive scenarios and results of the Strength of Human Resource in Organization.

Keywords: Human Resource, Strength, Leadership, Management, Goals, Technology

1. INTRODUCTION

Generally, we understand about human resources as the person within the organization who makes up the workforce of an organization, business sector, or economy. Every organization has a plan to achieve their goal by using resources efficiently and effectively. It can often be included as a factor of production along with machines, materials, and money. According to Armstrong "the quality of functioning of the human factor is one of the most important factors influencing the success or failure of enterprises in a competitive environment" (Armstrong, 2002). In the modern global business, we do understand of the need of existence of human resource which is being increased tremendously. Sometime we may also call the human resource as a 'human capital' although human capital typically refers to a narrower effect (i.e., the knowledge the individuals embody and economic growth). Similarly, there are other terms are also being used such as manpower, talent, labor, personnel. Without proper human resource the optimum goal of an organization cannot be achieved within the timeframe.

William R. Tracey, in "The Human Resources Glossary," defines Human Resources as: "The people that staff and operate an organization," as contrasted with the financial and material resources of an organization.¹ Human resource has been an indispensable subject which is often used widely to produce the maximum output of the organization. Human resources in knowledge intensive industries create the basis for continuing innovation and subsequent firm performance.² Similarly the concept of human resources as the key factors of strategic importance for the success of an organization contributes to emphasize the strategic approach and long-term aspect of human resource management.

1.1. The Strengths of Human Resource

The human resources in the organization play very pivotal role to embellish and forge a company or organization since very beginning a triumph at the end. It is intended to broach how to ensure the better employment affairs in the workplace. Similarly, it is also assayed to bring out the best work ethic, accountability and responsibility of the employees and further to ensure a moving towards a better working environment.

It is said that the importance of the strengths of human resource in an industrial unit in the production process which is often considered as a valuable asset of a business entity. To achieved the organizational goal within the project cycle it requires physical resources as well as human resources for various types of operations. As strength of human resource people and organizations in which they work, are interrelated and interdependent. A study shows that the company or organizations only can move towards prosperity through their available human resources, in the same way, employees get different monetary and other benefits through their organization's prosperity.

1.2. Literature Review

This study intends to understand the overall scenarios of the strength of human resources in the organization. In the organization or company level Human resources create the basis for continuing innovation and subsequent firm performance.

According to Susan, (2005), Human resource management is the function within an organization that focuses on recruitment of, management of and providing direction for the people who work in the organization. Human Resource management can also be performed by line manager. Human resource management is the organizational function that deals with issues related to people such as compensation, hiring, performance management, organization development, safety, wellness, benefits, employee motivation, communication, administration and training Susan, (2012). Human resource management is also strategic and comprehensive approach to managing people and the work place, culture and environment. Effective Human resource management enables employees to contribute effectively and productively the overall company direction and the accomplishment of the organization's goal and objectives, Susan (2012).

Macky and Boxall (2008) have said that human resource exercise is an additive, positive relationship with the assigned employee work attitudes of job satisfaction, trust in management, psychological identification with their organizations, and intention to remain employed with their organizations. On the other hand, the concept of human resources is assumed as the core factors of strategic importance for the success of an organization contributes to emphasize the strategic approach and long-term aspect of Human Resource Management (Koubek, 2002).

According to Bowen and Ostroff (2004) broaches the concept of 'strength of the HRM system' (SHRMS), and argue that strong HRM systems lead to strong organizational climates, in order to explain how the HRM practices influence employees' behaviors. Due to having the well-practiced of human resource in the organization the strength of the HRM system is supposed to enrich employee attitudes and behavioral patterns for instance work motivation, organizational commitment and capacity development, and will thus have a positive effect on organizational performance.

Similarly, in an organizational context, proper human resource in the organization can ensure the organizational success by arranging qualified and skilled human resources for the organization and proper utilization of their skills. To make this concept very strong it has been introduced that whether there is a huge amount of movable and immovable assets in any organization, or because of the valuable and sophisticated apparatus or technology, it is necessary to achieve the desired goals by using human resources³.

1.3. Importance of Human Resource

To perform the organizational activities for achieving goals every organization has different types of resources, among them human resources is the most important and valuable resource. The amount of immovable movable assets in an organization no matter how big whether they are valuable or sophisticated equipment or technology, it is necessary to achieve the desired goal by using only human resources. The utmost importance of human resources in the organization can be narrated below very briefly.

Organizational Importance: Human resource has a very pivotal significance to every organization to achieve their goals and objectives. Human resource can contribute to the accomplishment of organization optimum objectives in the followings ways:

- Positive and regular human resource exercise may assist in appealing and containing the best resources in the organization which is the symbol of a successful project.
- Enriching the required capacity and right behaviors among the existing employees by providing proper training, development, proper monitoring, performance evaluation, etc.
- Confirming that business may have in imminent a group of skilled and dynamic employees.
- Active operation of available human resources.

Social Importance: Similar with the organizational importance it has some social importance as well which lies in the require satisfaction of employees in the organization. Since these employees are drawn from the society, their helpfulness pays to the wellbeing of the society. As a whole, our society is the foremost beneficiary of decent human resource exercise. A study showed that 'the importance of social policies and human resources for social development is a question of special consideration in contemporary globalizing society suffering a number of problems in its social and economic development⁴."

Professional Importance: In the corporate business human resource plays very pivotal role which leads making revenue and it also can help the employers solve their business issues within their organization. Similarly, human resources professionals can assist employers evading different sorts of monetary issues which can later in turn cooperate their business achieving its goals. Nowadays every successful organization desperately seeks to be more adaptive and quick to change direction. The effectiveness of human resource is very much important to a professional within such an environment. In the professional

arena human resource setup way for performance development, career succession planning and employee development to achieve the organizational objectives. This sorts of good initiatives and good practice of human resource in the organizations retains people motivated, happy, personally engaged and contributing to the organizational achievement. Moreover, it has been indicated that "the HR professional helps the development of organizational culture and climate in which employees have the competency, concern and commitment to serve customers well⁵." Another importance of human resource in the organization is to develop people on continuous basis to meet the challenges of their job places.

1.4. Steps on Improving Organizational Effectiveness of Human Resources

The improvement, reputation and superiority of an organization depend on the real empowerment of human resources. The main responsibility of the manager is to achieve the desired goals of the organization by developing ethical standards of human resources, technological advancement and service-oriented attitude. Success of the organization largely depends on implementation of the manager's practical decision. The manager's wisdom, honesty and prudence lead the organization forward.

On the other hand, human resources department means that the proper selection, posting, training, motivation and maintenance of the workforce are organized - so that an ambitious commitment to the overall development of the organization is created. Under the wise guidance of the manager, the workforce becomes self-motivated and committed manpower. For the sake of the organization, the staff has to make others aware of the necessary reforms or changes. There is no alternative to reform and change to keep the organization's brand and make it famous. A skilled manager thinks out of the traditional trend and he keeps the alternative approach.

An efficient manager is an invaluable asset of an organization. Proper supervision and leadership of the manager is possible due to proper development of human resources of an organization. The responsibility of the manager is to create a suitable environment and field to make use of the dormant talent of the workforce, latent energy, hidden capability, inherent competence, competence and merit in productive work. Otherwise, the cadres will sit in the churabali fiasco. He introduced his workshop with new ideas and collected innovative ideas from them. Involve everyone in the work and bring them under a strong team. Fundamentally, it has been emphasized in the development of human resources, proper use of resources, healthy and quality of life. It is necessary for the manager to properly monitor the work of distribution of the work, according to the person's personality, preferences, skill, loyalty, family tradition, educational qualification etc. Every resource should be built as a financial entity. Howard said, "Every person is an economic entity, an untimely potential, it is his loyal support in the worst."⁶

The success of the organization depends on the spontaneous performance of the workers. The motive is the fuel, the force of the work force which is the best tool to increase productivity. According to the proverb, 'A horse can be forced to fall into the water, but it cannot be forced to drink water.' Likewise, human resources can be immersed in machines, raw materials, etc. But it is not possible to ensure proper performance unless it is promoted. The manager has to play the role of a wise and timely administrator.

English is not just a language influencing in the present world; rather it is a special technology. Without the knowledge of this language, it is not possible to develop human resources efficiently. The manager will have to awaken the hidden divisions within the workforce by introducing positive and wide mind. Creating workshops in disciplines, love for organization, inspiration, beautiful supervision etc. can be made creative. Warren Buffett believes, 'If someone gets healthy, they gain the right education and experience; if the person has intellect and effort, and if he is a business tactic - success cannot catch him.'⁷

Nowadays, any organization has to face various challenges due to the rapid development of globalization and technology. To address this challenge, there will be encouragement to work in the workforce by creating a nice work environment of the organization. Every employee has to provide advanced training on professional and computer. Increased employee morale boosted by work change. The service should be warm receivable. An employee's work efficiency increases in all respects. Not direct order; Employees have to raise questions in mind. If there is no corruption in the organization, then there will be strict observation.

JP Campbell said, "Development is involved in extensive education for long-term purposes⁸." The administrator should read and learn more. He must take experience from a large man-who will be the best in the sense of wisdom. Employees must give due recognition to work. Because the primordial desire of people is recognition of others. The first technique is to motivate the

staff is to treat them friendly, and to respect the rightfulness. The manager will have to take various action plans to ensure the self-development and work satisfaction of the workforce. Work satisfaction is available only if the employee's desired reward is consistent with the expectation. It should be made sure that the compendium of work culture, work environment, pay-allowances, co-workers, clear supervision mechanism, institutional environment etc.

The main objective of human resource department is human welfare. Currently human resources are not only a unique ingredient for production; rather the physical capital of the organization if a skilled manager takes all the steps properly, then it is possible that the proper development of the human resources of the organization is made.

1.5. Conclusion

Human resources department is an integral part of the main management of any organization, which is responsible for managing human resources of that organization. The goal of an institution or institutional success depends on a lot of skill and qualified human resources. Human resources department is to ensure institutional success by arranging qualified and skilled human resources for the organization and proper utilization of their skills and expertise. This section includes the involvement of the organization in manpower development, recruitment, training, posting, promotions, payment of fees, development of the potential of workers through proper promotion and establishment of close relations with officials and employees.

Human resources department is very important for any organization and a necessary section. Therefore, the proper practice of human resource in the organization should be continued accordingly to achieve its objectives.

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BIOGRAPHIES



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