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**How Does Human Resource Management in the Workspace Effect Me?**

**By Hanif Khaki**

How often do you find yourself saying: "I wish I knew how to learn more about this topic"

Well, we were listening! And this article is the result.

Today human resources management is opening up new horizons in many different offices around not only the United States, but the world. The reason for this is simply supply and demand. More savvy business owners -even of smaller companies, have understood the value of hiring professionals with experience working in HR. By doing so, and having HR representatives, companies have learned the importance of solid communication with their workforce

The fact is that Human Resource Management exists just for this purpose -to bridge the gap between staff and upper management. In doing so, compromises have been attained which preclude the need for unions or outside arbitration, and thus provide the services that employees feel is their right to have

A company which is not so progressive, on the other hand, neglects HR and the philosophy that goes with it. The result is, employees abandon any thought of fidelity towards their employer in favor of businesses that reward their service in greater ways. Examples of this begin at the most basic level of appreciation. Certificates of recognition awarded on a monthly, bi-yearly, or even yearly basis, for instance, are all that many employees wish.

Now, pay close attention. What you're about to read will help you save hours of frustrating, wasted hunting, and let you hone in on some of the best material on this subject!

Of course, on a more pecuniary basis, more constant raises -whether structured and awarded based on time and/or merit, are always welcomed. Likewise, health benefits are probably the second most important factor, besides these well-earned raises. The HR department is very often responsible for such aspects in the workspace.

Yet, this is only the tip of the iceberg. Surely, the aforementioned has been a part of the American workspace for decades. What staff in HR try to instill are programs and emotional support that make

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employees feel a part of a winning, caring team -even a family.

This has been actualized by programs such as after-work softball and bowling leagues, on-site day care, free fitness memberships, and even after hours bar hopping and social events with the office staff and the boss. At work, people in HR have implemented office parties where before there were none, office pools, after-hour bingo (for charity or just for fun), and other such activities that create a cohesion within a workforce that makes it extremely difficult for an employee to ever consider leaving. It is just this feeling that managers and owners are looking for and why HR is so important.

This field is open to able-minded people of numerous backgrounds. There is training and certification which is available either in the office or at a local college. A fast growing field, the opportunities are currently expanding rapidly. Not only do people working in Human Resources enrich others, but they

also benefit their own well-being in knowing that their job truly makes a difference in others' lives.

So, what did you think about this article? Please drop us a quick note to share your thoughts and comments on it.

For further information, be sure to check out the numerous resources available online on this topic.

Hanif Khaki is the acclaimed author of numerous business related articles and the founder of the popular Human Resources site

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## **The Functions Of Effective Management**

**By Jon Slocum**

You may have used the word 'management' thousands of times at personal level in the context of leading a hassle-free life. Today this term is used at commercial level too. It has entered all spheres of human life and its popularity has reached an unavoidable stage. This can be accounted with the needs of the present socio-economic structure of every society. Management has been in great practice in the recent past though it is true that earlier it was practiced at a very subtle level. Now it has become a profession and one of the most over-rated characteristics in the economic sector. At personal levels also management has become an essential virtue. This is the reason that more people are taking tips to manage their life with efficiency and pleasure. It cannot be denied that all this has happened for betterment as significant progress is witnessed in all the economic sectors as well as personal domain.

In economic terms, you can describe management as the process of leading and directing all the parts of an organization or a business. It is basically done through an analysis and application of resources (human, financial, strategic and intellectual). Management is an art to get things done correctly at right place and on right time. You can realize management as a very intrinsic quality that needs to be displayed with confidence at various extrinsic levels. There are many organizations, institutes and

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consultancy firms that offer management studies, training and tips. However, it entirely depends upon your observation and learning ability to make the best use of the studies. Following guidelines with discipline is a key factor in growing as a good manager. There can be nothing better than self coaching and it can only be accomplished when you are confident of yourself.

Management is a skill that is polished through regular practice and up-gradation. Understanding of the situation and determining the advantages and disadvantages is a primary task in management. An experienced manager will listen to suggestions and find a well-thought solution to some issues or problems. Management is also an art of balance between personal thoughts and influencing factors. Apart from personal management, every other form of management has to be directed towards group interest. Here lies the success of a manager and organization as a whole.

It would be beneficial to know that there are five functions of management. They are planning, organizing, leading, coordinating and controlling. You can understand that there is a need of dynamism for effective management. All these functions are directed towards the six separate branches of management that are categorized to facilitate the studies and application of management. Human resource, Operations management, Strategic management, Marketing management, financial management, and Information technology management

The one who manages various departments is called a manager. Every person is not blessed with this art of management but he or she can be a better manager with a disciplined approach towards learning management. Managers are responsible for all the planning and application of strategies. In an organizational set-up there is a hierarchy of managers who take care of all the management activities within and outside. CEO (he/she is the topmost authority responsible for the success and failure of the company. Sitting at the top of any management, every policies and activities pass through a CEO. Understanding the work of a CEO can give a complete insight to a management activity. Vice president, marketing (he or she is responsible for marketing strategies, advertising, promotions, sales, product management and pricing), Marketing managers and Promotion managers follow the footsteps

of a CEO.

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