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Human Resources 101a

By Mary Murtha

Managing an organization on its way to success has its own challenges, like dealing with economic factors that may or may not stand as obstacles. Ordinarily, one will claim that this is a Human Resource affair. However, some successful organizations have employed more workable techniques to succeed. This is the human resources of today.

The Traditional Role of Human Resources

Most people in an organization will identify the Human Resources Department to anything systematic, policy-related or administrative. Some automatically think that a Human Resources Program will proceed with psychology or endeavor to inculcate any of the three mentioned above.

This traditional method puts emphasis on leadership, cohesiveness and loyalty in an organization. It emphasized on collectivism.

There is nothing completely bad in such traditional view. However, it was criticized for focusing too much on the economic factors of an organization.

This had been confronted further by different aspects and needs. Thus, the field of human resources was also shaped as it adapted to the social or political environment.

Transitional Phase

Times are changing now. The traditional perception must be taken out of the picture. The modern trend now in Human Resources Management is to be more strategic, consultative and interactive.

Human Resources of the 21st Century

It is definitely a desirable change. However, this may not come easily to those who have gotten used to the 'old school.'

The social climate of the organization is now addressed, rather than being limited to the economic factors. This time the behavior of the individual is given as much importance as the economic structures.

This time around, Human Resources Department pushes even more the firm into performance as each member now is driven by the attention given.

What Should One Expect in the Human Resources Department Now?

1. The department must show that it contributes to fulfilling all the goals of the whole organization. It is not anymore limited to the department.
2. It should provide also bases and dimensions to measure the success of the human resources initiative and the processes applied.
3. All the members of the organization are to be treated and recognized as clients.
4. Finally, it will not hurt to also change the perception of the people with regard to the role of the Human Resources Department.

It is undeniable. It is necessary to further educate people and provide support to this practice.

What Are the Current Initiatives to Fulfill the Goal?

- Human Resources Outsourcing

Normally, people approach the Human Resources Department to consult on matters to regulate relations among members. However, this consultation could also be utilized to break away from the old shell.

Providing services to the other departments of an organization will make the HR Department a more dynamic entity. It could help in determining some processes to realize the vision of a particular department.

- Human Resources Education

The academe can make a big difference in changing the perception.

Improving and developing the literature and the present theories will be helpful in addressing the concerns and the needs of any organization. This is in light of the constantly changing society that concerns the human resources experts and people.

Further studies in the Human Resources can help shape and improve the theories. However, pursuing a career in the Human Resources is expected to contribute to the developments in practice and implementation.

There are initiatives also to spread the knowledge within the organization, down to the most ordinary members. The best way to empower them is to give out Human Resources software that provides an orientation and comprehensive discussion of organizational policies.

· Human Resources and the Law

There are Human Resources laws provided nowadays. This fact is beneficial to most people in the workplace. It establishes the foundations that must be present in any firm or organization. It also sets limits the extent of what human resources will cover, so as not to deprive any person of any basic right or privilege.

There are even some who now implement a Human Resources Program that allows active participation of the employees. They are made part of decision making and the HR Department is tasked to come up with methods and venues to make this endeavor feasible.

Leadership is undeniably important in any organization. It grounds the responsibility and accountability on a single source. However, for any whole to work, its parts must be recognized. That is why the developments in the field of Human Resources are very much welcomed. Human Resources

Management must focus on its real strength, on its real resources, the human resources.

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Mary Murtha has BLS and M. Div degrees majoring in biblical studies and ethics. You can read More about Human Resources att:

<http://www.ezyhumanresources.com>

Change History?

By Gemma Bailey

Arguably, one of the most powerful change techniques in NLP is `Change Personal History` (CPH). This technique is useful when an individual has experienced a significant emotional event in the past which still continues to impact negatively on their lives in the present. As we know, actual human experience only exists in the present moment, in the form of information received via our five senses. The past exists as stored memories in our unconscious mind. To remember past memories we have to re-experience them in some way in the present. Unfortunately for negative events, we tend to re-experience them as we did at the time and are not always able to benefit from knowledge or resources we may have gained since. CPH allows an individual to re-evaluate memories of significant emotional events in the light of present knowledge. This is a surprisingly simple process to use, and is a regular resource used in hypnotherapy and NLP Practices throughout Hemel Hempstead, Hertfordshire.

So How Does CPH Work?

All human beings have a vast store of past experiences that exist as memories in the present. Whilst it is not possible to change what has already happened, it is possible to change the meaning it now holds and in turn the impact it has on the persons state and behaviour. During the CPH process the client is asked to identify resources, which if they had access to them at the time of the event, would have meant the event would not have been a problem for them. These resources are then anchored and the individual is able to share these resources with their younger self who experienced the initial significant emotional event. The practitioner guides the client to re-live the event with the benefit of these resources, (the practitioner fires of the anchor whilst the client is associated into re-living the event). The client is encouraged to notice the changed responses in other people involved in the event and if they wish they can also share the resources with these people. The client is encouraged to verbalise what they felt unable to say at the time to others involved in the event and even to imagine the perspective of others involved in the event and any responses they may give. CPH is a change technique which can totally transform the meaning a past experience holds for the client, freeing the client to let go of emotional pain, creating an empowering positive future. CPH is just one of many NLP techniques used By NLP Hemel Hempstead, an NLP and hypnotherapy practice based in Hemel Hempstead, Hertfordshire.

Gemma Bailey is qualified hypnotherapist and NLP Master Practitioner. She is based in Hemel Hempstead, Hertfordshire and has helped many clients and patients throughout South East England. For more information on Hypnotherapy, NLP therapies and Life coaching, visit

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