MODULE 4

MANAGING HR IN ORANISATIONS

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 HIS 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 tocus 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 5: To retain staff by rewarding them for their job well done and by ensuring a harmonious working estationship between employees and management.

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

TASK OF HIR MAMAGER.

- SERVICE FUNCTION includes the manager's day to day activities e.g. recruits and trains for the organisation.
- CONTROL FUNCTION involves the routine collection and analysis of the information e.g. tumover and remuneration shategies, includes his involvement due to his expertise in the disciplinary, hearings and grievance procedures.
- ADVISARY FUNCTION Permins to giving advice on all HR policies and procedures.

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