

Human Resources: the Strategic Partner in Building an Organization's Vision

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Agenda:

1. The Traditional Role of Human Resource
2. Change in Economic Environment
3. Change in the Mental Attitude of Employees
4. The new Role of Human Resources as a Strategic Partner
5. Joint Partnership

1. The Traditional Role of Human Resource

- Manage employment processes
- Maintain employees' records
- Manage payroll
- Provide administrative support
- Oversee interdepartmental procedure
- The role of HR did not include developing strategic plans or decision-making.

2. Change in Economic Environment

- Globalized business environment
- Increased competition
- Diverse experience due to multinational labour force
- New legislation and deregulation
- The information revolution
- Ever-changing organizations

3. Change in the Mental Attitude of Employees

- A new generation of employees with more access to knowledge and information
- An employee today has the freedom of movement between companies to seek more challenging opportunities
- Employees' aspiration to leadership roles
- The desire to work in time-limited projects rather long term ones
- The desire to obtain increased bonuses and allowances
- Focus on career development rather than being in a long-term job

4. The new Role of Human Resources as a Strategic Partner

From	To
Administration	Development of strategy and participation in its implementation
Employment tasks	Talent management
Preparation of confidential reports	Performance management system in a transparent manner
Payroll management	Performance appraisal and recognition system
Responsibility for training	Development of ambitious employees
Controlling employees	Caring for employees
Adoption of change	Formulating change
Information storage	Information sharing

Old System	Present System
<p>If:</p> <p>the employee is loyal, hard-working and doing what is expected of him/her,</p> <p>the organization will then offer the employee a secure job, stable income and financial security.</p> <p>The end result will be: life-long employment</p>	<p>If:</p> <p>the employee develops his/her skills, applies such skills to contribute to the organization's success and behaves according to its values,</p> <p>the organization will offer the employee a challenging job, development support and performance – based reward.</p> <p>The end result will be: a rewarding partnership for the two parties</p>

5. Joint Partnership

- The human resource department cannot alone form a cooperative and ambitious work team.
- The human resource department undertakes the responsibility of developing policies and infrastructure, in collaboration with different sections.
- Every official in the organization must implement the organization policy and treat each employee according to this policy.
- The human resource department works as a team, and its role in creating leaders is mainly providing assistance and advice.
- The human resource department endeavors to achieve success for everybody without being biased against any party.

Thank you