

# 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**

<b>From</b>	<b>To</b>
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

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Old System	Present System
<p><b>If:</b></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: <b>life-long employment</b></p>	<p><b>If:</b></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: <b>a rewarding partnership for the two parties</b></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