

HR MANAGEMENT

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We can often hear about the profession of HR manager; it is widely heard today. This profession is in demand and relevant, but there are many myths around it. What are the responsibilities of an HR manager? Many people have only a superficial understanding of these issues, which leads to a lot of myths around this specialty. If we decipher HR, we get human resources. Therefore, an HR manager is a person who works with human resources. The duties of the HR manager are the following:

1. Recruitment (Recruitment mentioned above).

To find the best candidates with the right competencies, a specialist must understand the nature of people, determine their strengths and weaknesses. Personnel search can be carried out in different ways.

Classic headhunting. An HR manager posts vacancies on career portals and analyzes uploaded resumes.

Aggressive headhunting. This is a way to find the right specialist by poaching him from another business [1].

HR branding. Company positioning. For example, through the use of social networks and advertising.

Remote recruitment. Search for employees for remote work.

Recruitment automation. The personnel manager can make his work easier by transferring part of the tasks to ATS (Applicant tracking system) programs. Also, HR must guess the salary expectations of the candidate.

2. Adaptation of personnel. A new employee must quickly adapt to processes.

3. Financial compensation and benefits. HR managers maintain a salary database in order to find the optimal salary for employees, with minimal overpayments to the company, prepare staffing plans, manage the system of compensation and increase in income.

4. Non-material motivation. It can be free lunches, a comfortable office space, flexible hours, and so on.

5. Training and development. When specialists are hired, they are trained, but after a few years their skills become obsolete. Very often, hiring new employees is not profitable, so there are various professional courses, seminars, conferences, trainings, lectures, for training existing staff.

6. Evaluation and development. With the help of personnel evaluation, you can understand whether the employee fits the position he holds and whether he should be promoted to the head. An internal personnel reserve is being created to develop the interchangeability of employees.

In conclusion, we can say that the goals of HR depend on the stage of development of the organization. As companies grow, HR management has more and more responsibilities. The structure of the HR service depends on the size and specifics of the company. Large companies have many departments for each function, and a small business can work with one HR manager, and other specialists perform some of his functions. The effectiveness of a specialist depends not only on his professionalism, but also on the charisma of the employee. An HR manager is a sociable person who can manage his work in stressful conditions, impartial and attentive to the interlocutor.