

What exactly is HR?

HR is a human being !!!! who is supposed to do MAGIC. "HR is by employer and for employees"

HR is all about managing people by various means like motivating, bring change, thinking on health & safety hazards, morale boosting etc..Its also about innovation, creativeness, judgment and little bit to be diplomatic.

There are two dimensions to describe HR as 1. HR Specialist 2. HR Generalist

As we all aware that management exist 5 M's i.e. Man, Money, method, Material, & Machine, all M's are controllable only One M is not controllable i.e. Man, but which technique and by which management we control the manpower i.e. HR

HR helps the Company attain its Vision, Mission and goals & Objectives...HR is the Profit Gainer of a company...Though a company has marketing people who get sales for the company, the company also has finance people who cut down the cost and allocate budget and show profit...But one thing...WHO GETS THESE PEOPLE/EMPLOYEES...The answer is HR ...One can say...HR is the HEART & SOUL of the Company...

HR is a bridge between employer and employee

HR is the Human Element in this technical and Business World

The gamut of activities that are undertaken in the name of HR has only two objectives-

- 1. To retain people*
- 2. To attract people*

HR is a tool to motivate, manage and guide the employees. And one among the employees... And acts as a pipe line between employer and employee...

HR is "Common Sense" to be used in the day to day working.

HR is Human Resource that means For the people... either for management or for Employees it is for all.. backbone of Company

HR is a person who makes employees feel they are at home while they are working in company/organization.

1) HR is Human Resource, which is a vital Resource in 5 M's

2) Now if talk about HR Profession, then there are only two dimensions ONE is Human Resource Management and SECOND is Human Resource Development, the major facet of HR Profession falls within these two.

3) Now, the main objective and justification for existence of HR Profession is "to achieve the required performance level".

HR is all about managing people right from the starting of the organization till the last.

HR is the backbone of any type of organization

HR is the person who manages the people effectively to do things and afterwards he has to make them happy.

HR is a link between employees and employers.

Human Resource must be "people person" showing patience and endurance as well should be able to deal with crisis in smooth and discreet manner.

HR is an alchemist who can convert other metals as gold, (Freshers to Project Managers)

HR is one of the most important functions for organisational growth and development and includes long-term, broad-based activities which would also ensure organisational Effectiveness. An HR executive deciding- Recruitment and selection- Executive Performance and potential appraisal- Career planning....

Basically, HR role starts from bringing the person inside the company & ends when finally the person leaves the company. So HR is the most important person in the company, although people say what HR people do.

HR means Hire and retain

HR is a person who will act in between management and employee to get the work functioning smoother; also HR plays a vital role on behalf of management.

HR professional is not only engaging employees.....? Simply have to tell in one sentence (HR is a service oriented to the organizational growth)

HR is not only for a bridge between employees' and employer. Now HR should play a major roll to contribute the business growth by developing the Company business through attract the right human talent, molding with required skills and retaining the same. To participate Company business plan & give direct contribution to achieving the organizational goal. HR should be a good business man he/she can possible to grow become a MD.

HR is a backbone of any organization, without HR ,an organization is like a man without backbone

HR is the main pillar of the organization which looks after the Human Resource i.e employees of the company....i.e placing a right person in a right place at a right time.

HR has pivotal position in all the Organisation. HR plays very an important role for employer as well as for an employee. HR has to be socially cultured, patient, polite, knowledgeable and sensible.

As the designation HRM itself says what he has to manage. Being HR Manager, he has to maintain the good relationship with employer and employee both.

In today HR focus is changed now we have to keep business goals in mind apart from other general HR activities, Man is said to be important asset in the org. over role is to develop him to meet the expectation of our management.

HRM means managing the resources of Employees like ASK & C (Attitude, skills, knowledge and Capabilities).As one said HR is a person who employed by employer and for employees.Be proud of being an HR.

HR has two broad functions:

*1. Transactional 2. Transformational
Transactional deals with day to day people functions*

Transformational deals with moving the organization to the next level

HR is everything for a company & we all must take proper care and do all necessary work to motivate, guide, train them for better result and by which we can retain them , which a major concern nowadays.

Human Resource Is The Best Valuable Asset Of Any Organisation. It Must Be Well Maintained To Get Best Results

Hr Is The Maintenance Of This Asset By Management (from Employer To Employee)

To identify resource which is inevitable required to achieve the organization objective is a vital part of HR. The objective of Human Resources is to maximize the return on investment from the organization's human capital and minimize financial risk. It is the responsibility of human resource managers to conduct these activities in an effective, legal, fair, and consistent manner

HR is an activity of managing and maintaining a satisfied and satisfactory labour force in the organisation. Every organisation has its own separate HR department which is managed by HR

Manager/Personnel Manager. He deals with Recruitment, Selection, Training & Development, Compensation management of an employees.

Organization can be termed as Organised Nation - a gathering of people with 1 goal, but different abilities, Since HR is directly related to Human facet of the Organization, it has a major part in building and running the Nation that makes the Organization.

HR is a mediator between the employees and management. The HR tries to convince / motivate the employees to achieve and organisational goals as laid down from time to time and in return provides them with job satisfaction, enrichment and growth in all aspects be it career, compensation or personal.

HR is the face of any company...starting from the job interview till the exit interview. Even if someone is facing problem with any department...but gets the good support from HR then a person feels good..so HR is the helping hand for employees and for employers.

HR is a new word describing bigger areas & adressing latest need of the business world. It includes legal world of IR, traditional man mangement of Personnel Management and latest field of human resource development(HRD). Hrm is all yesterday, today & tomorrow .

HR is to maintain good and healthy relation between organization and employee,always working on employee welfare,safety,training,financially helping...

HR is something which builds Team Work in organization, which creates leaders and increases confidence level of their employees.

HR actually is convey the information to management and employees.

HR is key intergradient of the company, where from recruiting till the releaveation of employer processed.

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HR is a telephone wire between two telephones.

HR is a mechanism of hearing/ solving (emp grievances)

HR is nothing but only HUMAN RESOURCE

HR is Any thing regarding the employees of an organisation

HR is a tool..A major tool at thatutilizing many organizational tools...and implementing what he or she has learnt from her study period.....but a true Hr is someone who can do the above and also have the ability to think out of the box..be creative..and the most important trait ...which i do nt think can

be learnt...is being emphathetic towards others..either you have it...or you dont ...so one may be an Hr person by proffession...but to be an Hr by heart and soul is...what one needs to be a true Hr person....

An Hr person would have to have strong human and personal values..because understably they are looked up to as God., they are the ones who are not supposed to err..or atleast they are expected to be the perfect ones...

Hr guy/gal to be someone who is like a superconductor ..which is intrinsically tuned and capable to connect smoothly without any resistance offered either to the management or to the employees...

HR is also Human Relations Management , understanding of physical and mental conditions of employees , including their potential and helping them to develop their skills and knowledge and also helping in making betterment in relations.

HR acts like a CHANGE CATALYST that reduce the Gaps and Create the Bridges Between Employer & Employees.

HR is:

To understand Human Requirement in your company,

To understand how to keep them retained in you company

To be so much Human to others that they must come to you only not only with problems but also with good words of thoughts & ideas.

HR is... doing something extra (which is not doing by the other Managers/ superiors / etc.) to make happy all employees and letting them to keep positive true feeling about their employment.... and the things which done/do by HR should be changed time to time and always it should be a new thing that employees really can feel/ touch by their heart/mind...

HR is a people centred activity . To be a better HR one needs to know both Man and the world to operate better.

The ideal of HR will be discipline , integrity and learning which will bring in maximum benefits for the employee , organisation and society.

HR - has to be eternally holistic and evolving.

Human Resource is a method of making work done to people by people!!!

HR is a term used for the abilities, knowledge and creativity of the manpower and how to utilize these attributes in a better way is HR Management.

HR is "GENIE" - Kya Hukum hai mere Akaah.....this is the term used in our company....we r Genies who are supposed to have all answers to all and any query of the employees with regards to salaries and policies of the company.

Now a days HR means business partner

Firstly, HR should be rename as People Capital. Now; any organisation is made up of 4M (Man/Woman, Machine,

Material and Money). Akin to human body Man/woMan is like blood cells which moves and create life. Keeping to the same comparison, HR/PC is similar to heart; which needs to create culture, values, purity and pump energy.

Like a Government, like a God. The HR is one who make things happen in the Organisation.

He who create a job and put a suitable person - Recruitment and finding suitable talent

He who make them work better by providing suitable environment and make them comfortable - Welfare, Salary, Motivation

He who make them control with freedom - Warning letter, Training & Development.

We can say HR Generalist - One take care of Multiple operation - God is one

We can say HR Specialist - One who take care of speciality areas - Different relegion focusing diffrent god but the truth remains one is God is one.

HR is like a catalyst in a reaction. The catalyst work is to help the reaction (work) start and in the process mould and reform itself and when the reaction completes (desired outcomes are achieved) it comes back to its own element nature. Thus HR does take part in the work however it is not the Key (basic) elements required, however its presence itself instigates work and the achievement motiff; the absence would not lead to clear the minimum urge to go forward.

To every organisation there is a different function, Human resources being one of them. The HR of an org, where there more than a few employees must be managed in order that it may be controlled, guided, developed etc. and so is born HR Management. Right from ancient times till now HR has since evolved with the dynamic business env. and has become a highly complex function, including various sub-divisions egg. lab relations, ETD, employee wellness etc.

HR is that resource that is very difficult to maintain/manage in the world (i.e. human beings)

HR is also someone with whom an employee can share his problems. He / she can also be called as an consultant for its employees

HR is all about seeing HR as a capital and how to make this asset a more useful for the growth of the asset as well as the organisation !!

HR means to bring the qualitative change in human beings.

The pillar on which any organisation stands is the HR, HR is not restricted to Designation/Department rather it is the activities which makes the organisation towards good/bad culture.

HR is to understand the human behaviour, dignity, wisdom and rationality and put the efforts to all the factors either external or internal towards achieving the objectives of the organisation.

To be honest, HR is nothing better than a shitpot...The reason why said this: generally don't like a shitpot but can live without it either...In reality employees bitch about HR department calling as 'useless' / unprofessional blah blah...But in reality it would be very difficult to run a successful company without the assistance of a able HR department. No wonder why we are rightly called as 'Business Partners'.

Though it is encouraging development in recent years to treat humans as resource. However, it time to go further ahead by treating people as humans only...not even a resource...Treat them just as humans and they would deliver.

HR is a department in an organization which is responsible for handling the employees of particular organization. He coordinates with all the departments in an organization and act as a bridge between employees and management.

HR helps in enhancing the asset of the company i.e the employees thru training & development. It helps employees understand their own potential by motivation them. It defines the role of each employee in the organization.

HR is for the people, by the people and of the people...

HR is a bridge between the management and manpower. It starts with hiring and ends with exit. HR is not a heart and soul of the organization. HR is a branch of the organization tree.

HR is all about human relations. To be more clear, the way you deal with SENSITIVE beings called HUMANS.

The dealings are in the form of responding to their needs, motivating them, helping them with solutions and ensuring that a HR is there where an employee and employer can depend for their work related issues and personal issues to relevant extent.

HR is: Human - who is the most dynamic being in the world - being counted as the most valuable Resource to create, deploy, generate Well Being in the form of Products & Services, adding to / contributing to the bottomline of any business.

Management, as learnt it from almanac, refers to "Managing Men Tactfully" which signifies the importance of HR to any organization.

We can obtain Finance, Procure Machinery, Create Products, Create Markets, but to ensure all of these work in sync to achieve a Common Organizational goal, we require the most important Element - the Human Intervention.

In today's context, that is the role HR (as a department / support function) has to play.

HR is all about Managing employee's skill, knowledge, ability, talent, aptitude, creative ability etc. i.e. to utilize the full human as a resource.

We can buy an employee's time, physical presence, skills, but cannot buy his enthusiasm, initiative, devotion, dedication and loyalty; these have to be earned by choice and real understanding between Supervisor and his men.

HR stands for the same - "HUMAN Relations" & if it is properly understood and followed all the above said can happen. This formula is very simple. It is "H + U + M + A + N" = HUMAN, where

H = stands for Hearing patiently

U = Stands for Understanding properly

M = stands for Motivating fairly

A = stands for Acknowledging efforts gracefully and

N = stands for News sharing openly

And remember, Human relations is one thing you cannot delegate; without it, you will do nothing effectively.

HR in one sentence means "Pulse of an Organisation". Pl let me know my friends agree with this.

In the general parlance, human resources are people and their characteristics at work either at the national level or organizational level. From the national point of view human resources are knowledge, skills, creative abilities, talents and attitudes obtained in the population; whereas from the viewpoint of the individual enterprise they represent the total of the inherent abilities acquired knowledge and skills as exemplified in the talents and aptitudes of its employees.

HR is managing people in context with Industries and businesses i.e. maintaining their work satisfaction level so that they work with max. productivity and in harmony to earn profits for the organization..further I would say that HR management is required in all aspects of life to manage people around us for harmonious relations, our benefits and peace of mind.

HR is the person who is involved in various activities like recruiting , selecting, training, motivating.....But HR is the main tool who is able to maintain the proper balance inbetween the company objectives set and the performance of the employees. I think he is the person who can actually balance the corporate environment

HR is meant to play a key role to comply with Organisation's objectives & Employee's benefits / requirements. Today employees are Human captial to the organisation.

HRM Is Being Strict For Tough People And Cool For Self Motivated Ones

HR means to mix vith people. understand people & utilise d people in a proper way.....basiclly it means managing resources of human....means human resources like attitude, skills , ability... Dat's why HR plays a vital roll in an organisation...without manpower machiene , material, money, method r just worthless...without HR an organisation is just like a scare-crow...a car without petrol...a body without blood...it's really a challenging one....

HR is but a link between employer & employee. HR takes care of both and help them to work with cooperation. If employee is not happy he will affect the productivity and you get firings from your boss. If you cannot satisfied your employer to his level you today or tomorrow you will be thrown out of organization, with or without reason.

HR acts as a buffer for any organization, makes a right balance in between employee and management.

HR is Human Resource. It is a broad concept. Resource in the sense is "store", "reserved", "the supply" which a human being has furnished/is been furnished/is being furnished.

Human Resource Management and Labour Relations is the study of people at work and the activities associated with attracting, selecting, retaining, developing, and utilizing people in organizations. It is also the study of how and why rules governing jobs are made and administered. This is more to do with the changes in the external environment, which is now giving even more importance to the HRM field. This course educates future managers and leaders to make the workplace a more humane and productive place, and educate students as scholars and practitioners of management. Today 'Men' are considered as a strategic portion of our Input. Now HR is not just related to salaries and over-time wages, as earlier, but is now much more major and vital to the success of an organization. Satisfied employees means those who are enjoying their work; if they enjoy the work then they bring better results for the company. That in turn leads to

achievement of organizational objectives, which gets profit for the organization. When these profits are passed over to the employees, it provides them work satisfaction and also helps improve the standard of living of the worker. Today the approach of HR is not merely limited to making sure that work is going on but to ensure that the employee improves not just professionally but also personally. Hence, it is the prerogative of HR to analyze their personal objectives, and then help them achieve these along with the organizational objectives.

Departments are the entities organizations form to organize people, reporting relationships, and work in a way that best supports the accomplishment of the organization's goals. Departments are usually organized by functions such as human resources, marketing, administration, and sales. But, a department can be organized in any way that makes sense for the customer. Departments can also be organized by customer, by product, or by region of the world. The forward thinking human resource department is devoted to providing effective policies, procedures, and people-friendly guidelines and support within companies. Additionally, the human resource function serves to make sure that the company mission, vision, values or guiding principles, the company metrics, and the factors that keep the company guided toward success are optimized.

While all others functions look to be well defined, HR certainly creates confusion, where the function begins and where it ends, because it involves human beings, this particular facet remains unlimited so

how can you define a unlimited facet with limited definition. For somebody HR may be just the normal clerical job, do what the management says, dont get involved with the employees welfare, for others it may be the most important job to get involved with all the aspects of the business and creator of all this, the human resource. One can consider HR activity as merely support activity and envy HR people having all the kushhi time but the fact remains that if HR is efficient, half of the problems of the company are nipped in the bud. HR is all encompassing and there is a requirement to appreciate that. Most important requirement for HR professionals is to understand the language of the buisness and other fuctions of the company so that they can appreciate others requirement. Lets be honest enough to accept that most of the times our understanding of business is inadequate with the result that we commit mistakes in our operations and company pays for it in terms of selecting or retaining inefficient employee, promoting incapable employees etc, all these mistakes affect bottomline. Lets be the equal business partner with other functions, impartial in our role as a bride between employees and management, thats the role we should envisage for ourselves.
