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Human Resource Management

First and foremost, the Human Resource (HR) department is a crucial part of an organization. However, over time, it has been regarded by many as a very unpleasant department. Therefore, improving this department would improve how employees operate. One of the better way leaders can improve their image is by acknowledging the employees who perform better at their jobs instead of rewarding the managers. By doing so, employees will feel like they are part of the company, and they will willingly do whatever it takes to attain the company's goals (Fast Company Staff, 2016). Whenever an employee is rewarded for their hard work, it is with no question that this will become a motivating factor, boosting their performance. Thus, collectively improving the entire company's performance.

For new employees' case, their introduction to the company must have some sense of belonging. Contrary to what the article states, leaders in the human resource domain are introducing new employees properly to feel like the company needs them. Instead of doing a shallow orientation, the HRs can fully introduce the company and enroll every young employee in a mentorship program designed to educate the employee more about the company. Hence, the new employees will feel wanted by the company, starting their relationship with the company on a positive.

As an HR, instead of chasing efficiency overvalue, they should be doing the reverse. By doing so, no employee will get hurt at some point; therefore, limiting the number of conflicts between HR and employees. By doing the right thing, the number of rows would be reduced to the minimum (Fast Company Staff, 2016). Therefore, focusing on what the employees are delivering rather than what they are doing is a critical improvement that every HR manager should focus on to improve their public image.

Reference

Fast Company Staff. (2016). *Why We Hate HR*.

<http://www.fastcompany.com/53319/why%20we%20hate%20hr>

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