Human Resource and Organizational Performance

Name

Institutional Affiliation

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The role played by human resource management in any organization remains fundamentally critical and significant. Essentially, this is because the human resource in every organization is a critical component in ensuring that the services and functions of such places have been streamlined and remains in tandem with the organizational objectives, mission, and overall vision. Additionally, the human resource remains pivotal in the organizations in ensuring that the workforce is also streamlined and every personnel rendering services in the said organization complies with the laid down procedures and processes (Sabiu et al., 2019). Notably, this implies that human resource management in organizations remains fundamental in ensuring the total elimination of ghost workers that may be employed in the workforce without necessarily having a definite job description or specific tasks attached to them within their lifeline in the said organizations. The paper will therefore undertake to provide a comprehensive analysis of the critical contribution played by human resource in enhancing organizational performance.

**Business Performance**

Evaluation of business performance remains a critical component that every serious organization must undertake to put under serious consideration before commencing the operations (Tare, Snahel, and Manjunath, 2019). Ideally, the evaluation of business performance in most cases can be undertaken using various sources of indicators that can be classified into either traditional or modern indicators.

**Traditional indicators**

Traditional indicators in this case can best be used in describing the critical keys and indicators especially in the corporate world that have been used since time immemorial to test and determine the progress of business and organizational performance.

Profit or loss- The indicator of profit or loss remains as one of the most vital elements that are often utilized to evaluate business performance optimally Tare, Snahel, and Manjunath (2019). Instructively, this means that this is a traditional indicator of checking the performance of any existing business as it has been utilized since time immemorial in checking whether the business is making progress in terms of returns which are measured in profit terms in the case of positive returns or loss in the event of negative returns.

Competitive position- The competitive position that is enjoyed by any organization or business serves as a critical indicator of evaluating whether or not such a business is making progress or indeed headed in the wrong direction. Usually, this is a traditional indicator that has been utilized over the years by most business associates in checking whether they have a headway in front of their competitors or are lagging.

Customer feedback- The feedback obtained from the customers in any organization or business alike plays a predominantly vital role in the business evaluation. Initially, this indicator has been utilized by most business operatives for appraisal and making progress but at the same time in the determination of the current footing that either an organization or a business enjoys in terms of market competition and product satisfaction.

Safety record- As a traditional indicator, the safety record provides businesses with a clear indication of the direction taken. Essentially, this implies that the safety record gives a projection of whether or not the organizational performance is on the right track or whether the business is destined and set for failure.

Stability index- According to Tare, Snahel, and Manjunath (2019), the stability index of any operating business plays a fundamentally critical role in determining not just the performance but also the future outlook of the organizational performance. Normally, the stability index indicates the stability of the business in the market especially when compared with other competitors, and as such provides a critical outlook in terms of business evaluation.

**Modern indicators**

Employee engagement- In contemporary times, the idea of employee engagement with the organizational structure and business operatives has been under much scrutiny as a critical indicator of business evaluation (Sabiu et al., 2019). Notably, this is because it often leads to significantly higher employee retention where employees and employers tend to enjoy cordial and mutual working relationships thus leading to significantly higher customer retention.

Stability of brand- The stability of any particular brand remains fundamental in ensuring that the business evaluation and projection remain on an upward trajectory. Essentially, this means that where the brands and products are fundamentally stable, more customers are likely to have a special attachment thus leading to better performance of the business in terms of making more profits and progress.

Social media presence- Initially, businesses and organizations alike resorted to traditional forms of advertisement such as the mainstream media for their advertisements and feedback. However, with the continuous rise of various social media outlets and channels, organizational performance and business evaluation have become relatively easy (Tare, Snahel, and Manjunath (2019). Normally, this is because the social media presence provides such organizations and business platforms with an ideal opportunity to receive real-time feedback through interactions on social media with customers and potential clients and thus making it easier for the evaluation process.

Staff development- The idea of staff development is yet another modern indicator that can reliably be used in business evaluation and monitoring organizational performance. Ideally, it entails the empowerment of staff members which subsequently trickles down to enhancing productivity in the management levels.

Corporate social responsibility- Business evaluation can also be achieved through the lenses of the activities surrounding their corporate social responsibility activities. Fundamentally, this implies that successful organizations and business operations will tend to participate in various corporate social responsibility activities and programs while poorly performing business organizations will most likely shy away from the same.

**Human Resource Contribution to Business Planning**

**Resourcing**

The human resource manager is literally in charge of almost all the business plans needed for an organization to succeed. During the business planning process, the human resource focus on the core of the business its vision, and mission are also the major role of the human resource. By so doing, it guarantees that there are strategic dialogues toward the project which will help the company grow financially, services and also the marketing strategies are in order. Financial goals are the major factors for any company or business so the human resource ensures it stays the same by retention and the attraction by use of the most talented persons to enhance the security of financial rewards. Some are major examples linking human resource to the business. Notably, resource planning usually entails planning on the resources needed for business continuity and success. Essentially, resourcing requires first the right people for the right roles at the right time (De Bruyn 2020).

**Performance management**

Performance management is whereby the human resource has to ensure that after issuing people with different roles and the right resources the workers are putting effort into their work. Additionally, employee engagement helps especially when it comes to a good example is by showing your employee how to work leading by example makes the employee enjoy the work more and thus produce better results. In this case, it can be argued that performance management is closely tied to employee engagement in which the organization is provided with an ideal opportunity to interact and understand the plight of the employees thus offer tangible solutions to the same.

**Reward recognition**

Lastly, reward recognition also plays a major role in business growth since after giving your workers a token of appreciation they end up doing their best. Through these links, HR plays a major role in enhancing them and making sure they remain successful. Instructively, reward recognition remains central in every organizational success story as it involves giving rewards to employees and customers that actively participate in ensuring organizational growth and success. According to De Bruyn (2020), reward recognition can assume various forms. First, organizational support in terms of offering training and promoting further education and facilitation to the hardworking employees. Second, providing incentives to both workers and clients is also a critical form of reward recognition that spurs organizational growth and retention. Third, offering promotions and constant job reviews also serve as a form of reward recognition in terms of organizational culture.

**Human Resource Contribution to Change Management**

**Understanding the business and the subsequent direction**

In change management, the human resource plays a major role considering they represent the people and by people meaning the employee so he or she must be eligible for any change occurring in an organization. The human resource ensures that the employee understands the business and the impact it gives especially after a sudden change. According to Sivaraman et al., (2018), most employees tend to be reluctant when it comes to change. Subsequently, the human resource plays an all-around perspective by bridging the gap between the requirements of a change project and how that change is personally impacting the employees.

**Planning and expertise**

Additionally, the human resource also plans and implements changes. Through this, they ensure that the changes made will add profits and ensure the changes made are followed by employees (Sabiu et al., 2019). Managing legal compliance is also a key factor that the human resource does to avoid any trouble with the law especially after there has been any change the HR ensures that the right documentation is done and the legal laws are followed by the employees if the legal laws are only for the organization.

**Managing through the change journey**

Finally, the human resource also plays a major role in managing people through the journey of change. The change could sometimes be hard for some people and as such the human resource makes sure that they guide employees through the process by training them a good example especially for a new job where they ensure that employees are given good training and taught on how operations are managed (Kalna, Fatima and Belanguor, 2019).

**Business Data**

Ideally, business data can be assessed and used for planning purposes in different ways. Some of these sources put an impact especially on the business in an organization and if not planned for, one might end up making the wrong decisions, therefore, losing it. For business data, there are several strategies needed and used during planning. In most cases, the human resource management team is tasked with the responsibility of ensuring that these strategies are expedited and essentially put into action to realize the intended results. As such, these strategies entail encompassing critical components of business data used within organizations and businesses alike (Kalna, Fatima, and Belanguor, 2019). For instance, business documents and balanced scorecards for the organizations have to be included in the business strategy and updated regularly. Notably, this ensures that the organizations realize the intended results and that the data remains safe. The balance sheet is yet another critical part of business data that has to be constantly checked to ensure that the business is continually on the right track.

**Business metrics**

In most cases during the planning process, the human resource ensures that any upcoming information reaches every employee (Kalna, Fatima, and Belanguor, 2019). By doing this the human resource manager makes sure that it is put down to paper and posted on a board where every employee can read. In addition, the human resource also gathers information from outside sources and tries to improve the work ethics of an organization. In this case, the business metrics are fundamentally important for the success of any organization or business.

**Trends in human resource**

The human resource department equally has a critical task of ensuring their policies remain in tandem with the contemporary trends in human resources. Ideally, this critically explains the contemporary approaches that have since been adopted by various organizations and businesses to spur growth. The use of social media approaches alongside the use of virtual teams as a way of embracing technological advancement in the digital era are some of the notable trends adopted by various organizations.

**Competitive information**

Competitive information also plays a major role mainly because before the planning process one needs to know the competitors and the competition from other organizations. Normally, this form of information greatly help since organizations get to know the right way to approach and build the business. According to Sivaraman et al., (2018), competitive information helps organizations have an edge over other competitors in the market and thus make critical decisions that directly affect their operations.

**Government information**

Government information is very crucial especially during a business plan main reason being before starting the business planning process one must ensure he or she has the right documentation to avoid trouble with the law. Kalna, Fatima and Belanguor, (2019) argue that by having such data in place, one can use it to help define the organization’s current state, especially when conducting a SWOT analysis. Business data is especially helpful in identifying areas of growth opportunities or identifying potential threats, which need to be continuously monitored.

**Additional Requirements**

The human resource and organization performance can greatly help in future business. The major area being business performance which covers all about business planning and how to manage a business (Sabiu et al., 2019). Human resource managers thus ought to learn new skills on how one can improve work ethics to help on making more profits for the organization. In addition, they should also learn the different ways on how the company would benefit from putting different measures especially when it comes to business planning. Change management has a lot to teach about mostly for the employees.

Notably, the aspect of organizational performance and subsequent success relies heavily on the approaches adopted by the human resource team. The success further lies in the process of streamlining the workforce and ensuring that they remain in tandem with the set organizational goals and objectives. Subsequently, understanding such concepts as change management and having proper schedules marks the beginning of organizational success. Additionally, the organizational performance also relies much on the structures and processes put together by the resource management team and other organizational leaders.

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