



Human Resource Department: A Strategic Partner in the Contemporary Corporate World

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Abstract:

Now, the role and function of HR department is undergoing a radical change. Traditionally, HR department used to be an administrative department involved in various administrative functions. For a long time HR department was merely involved in recruitment, selection, training and other employee related activities. But now, due to radical changes in business composition, job market orientation and increasing employee expectations, role of HR department is also changing drastically. HR department now just can't stand as a passive department ending up with various administrative functions. Businesses are realizing that in changing business scenario where most important resource of organization is human resources, efficient and effective HR department is of utmost importance. Now, organizations are looking at HR department as a change agent.

This new role comes with lots of responsibility. HR department needs to change its role from just a power center to a strategic partner. In this research paper, researcher wants to throw light on the new role of HR department as a strategic partner. In the same paper, researcher wants to suggest various ways which will help HR department to fulfill its role efficiently.

Keyword: Human Resource Department, HR functions, Strategic partner.

1) Introduction

In this rapidly changing era, lots of market upheavals are taking place. New technology, competition, changing market dynamics are forcing the organizations to make the radical changes in their business set up. The role of business is changing, which results in changes in individual departments of the business. The most radical change has taken place with Human Resource department. From years to year Human resource department was considered to be a department performing various administrative work related to the employees of the organization. The department was used to do various activities like recruitment, selection, training, transfer and so on.

Though HR department was performing such important functions, still HR department did not carry any special identity or recognition among employees and among other departments. But now slowly the scenario has changed and business organizations have realized one important fact that to survive in this highly competitive environment, every business needs to have their HR department hand in hand for every strategic decision to be successful. For this very fact, the department which used to be passive and inactive in terms of its contribution and recognition suddenly emerges as a core department performing a strategic role for the business.

According to the research it is proved that to survive in this competitive era only products and services won't be of great help as they are easily imitated by competitors. To react strategically to the competition, organization should nurture their creative and innovative employees with great efforts. These employees will be the biggest assets of the organization who will provide a sustainable benefit and a unique identity to the organization. Now HR department works on the "best-fit" approach rather than the "best-practice" approach. (Singh, August 2013)

2) Research Objectives :

The topic selected for the present study is very wide in scope, but to make the study practically possible following objectives are set by the researcher.

1. To explore different role of HR Department in various corporate firms.
2. To discuss various new roles of HR department.
3. To apply strategic partnership as a new role for HR department.

3) Research Methodology :

The study is exploratory in nature. Secondary data is used for the purpose of the study. To develop this study in depth literature review has been used which is majorly collected from web sites. Different books, previous research findings are also referred by the researcher.