



STUDYDADDY

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(LO) : means Learning Objectives those you will find in the doc.

Part A:

- In your own words, tell me what HR is?
- What skills are important for success in human resource management? (LO 1.3)
- Why do all managers and supervisors (even those not in HR) need knowledge and skills related to human resource management? (Learning Objective 1.4)
- Which human resource management skills are already strengths of yours? (**Organization and communication**). Which would you like to develop? (**negotiation**) (LO 1.3)
- How can human resource management contribute to a company's success? (LO 1.1)
- If you were to start a business, which aspects of human resource management would you want to entrust to specialists? Why? (LO 1.3)
- What experience have you had with an HR department/HR personnel? (**I have not had any experience**)
- If HR is supposed to be a strategic partner with other departments in an organization, why do you think it has such a bad reputation among business professionals?

Part B:

Read the following *Fast Company* article, "Why We Hate HR" - [Why We Hate HR Article-3.pdf](#)

- According to the author, explain why does he think the HR function does not deliver on its promise to become a strategic partner?
 - Who is to blame?
- Top management does not understand what value HR departments can play in their organizations.
 - What role do you believe top management plays in the acceptance or rejection of the role of HR?
 - What types of values, beliefs and practices should they espouse?
 - What kind of company culture would promote and protect these values?

- What key changes, if any, would you make to HR education to ensure graduates have the appropriate knowledge, skills and abilities (KSAs) to link HR practices to business strategy?
- There is still a perception in some organizations that HR is personnel. What do you think are the differences?



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