

The Purpose of Human Resources: Serving Both the Organization and Its Employees

Human Resource is defined as the strategic management of an organization's workforce. This means managing all stages of each Human Resources (HR) is often misunderstood as serving either the organization or the employees. HR is strategically designed to support both. It functions as a bridge that aligns organizational goals with employee needs, ensuring mutual growth and success.

HR strives to align employees' goals with those of the organization. It plays a crucial role in an organization by managing the complete lifecycle of employees. Here are a few ways HR contributes to Organization.

HR for the Organization:

Talent Acquisition & Retention: HR ensures the organization attracts and retains skilled professionals who contribute to its long-term success.

Policy Development: HR designs and enforces policies that support efficiency, legal compliance, and risk management.

Performance Management: By implementing evaluation systems, HR helps drive productivity and accountability across all levels.

HR has an essential part in supporting employees by managing their entire lifecycle, from recruitment to termination. HR professionals are responsible for ensuring regulatory compliance, fostering a positive work culture, and managing employee complaints. Below are some key functions in HR contributions to employees.

HR for Employees:

Employee Advocacy: HR provides a voice for employees, ensuring fair treatment and equal opportunities.

Development & Growth: Through training, feedback, and career planning, HR helps employees reach their full potential.

Workplace Well-being: HR fosters a safe, inclusive, and engaging work environment that promotes mental and physical health.

Human Resources is not a one-sided function, it is a dual-purpose system that balances organizational needs with employee satisfaction. When HR is effectively integrated, it leads to a stronger, more cohesive, and high-performing workplace.

May— Mental Health Month

May 5th – Cinco de Mayo

May 11th – Mother's Day

May 26th - Memorial Day

If you have any questions or concerns regarding this article or any other HR issue, please feel free to give us a call or send us an email.

We are here to help.

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