

Human Resource Practitioners, Gender, and Organizational Leadership

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Human Resource Management and Organizational Challenges

Human resource practitioners form the most important discipline in an organisation. They are responsible for organizing their employees to various tasks so they can thrive and reach organisational goals. Human resource management looks to people as very important individuals in their organisation. Human resource professionals are in charge of recruiting various employees to various jobs, they suggest employee training strategies and advice those in authority like managers and directors on how the organisation should run to achieve its goals. Many human resource management issues are available that impact both the employees and employers. Some of them include the employment gap in relation to social groups, the Business Case for flexible working, the small number of women employed as directors in an organisation and the role of human resource management in organisations. All of these issues and how they affect the organisation are discussed below.

Firstly, the employment gap in relation to social groups affects the organisation. A labour market comprises capital, goods and services offered to the company. Employment gap exists among various disadvantaged people such as disabled people, lone parents, ethnic minorities, individuals aged 50 years and above, level of education and even sex. Some of these people have difficulties in securing a job or continuing with the process of being employed. According to (Ruth, 2010), statistics clearly indicate that the employment rate opportunity for the disabled from a time series data from June 1998 to the end of 2009 has been increasing at a constant rate compared to those who are not disabled, which showed their graph decreasing slowly. This shows that during that decade, the gap between the disabled and the disabled has been narrowing. This predicts that in the near future people, there will be discrimination in employment opportunities for the disabled and not the disabled.

For ethnic minorities (Ruth, 2010), the employment rate for the minority was lower at 57.2 per cent in June 2001 compared to white people, which was at 75.8 per cent at the same time. Since June 2001, the rate of employment for the minority has been increasing, narrowing the gap for the white people. In 2009, the percentage for minorities had increased to 59.6 per cent, while those of white people had narrowly dropped to 74.0 per cent in the same year, narrowing the gap.

Flexible Work and Employee Engagement

Secondly, another Human Resource Management (HRM) issue that is affecting employees and employers is the business case for flexible working. To (Halpern, 2005) defines a business case for flexibility as the process of trying to start a project with a particular model to be followed with an aim to outline the effects of business by providing their employees to work a few times and at any time, place and particular to manner to do the work. Many benefits are associated with business cases. One of them is that people who are self-employed tend to be more engaged and committed to their work than employees who are working in the organisation.

These self-employed people tend to have more ideas and are very highly creative. This leads to high costs and capital obtained from their market business. Employees who have their own jobs tend to deliver more to their business than those who are employed by a particular organisation or company in that case. The business case for flexibility allows the participants to be freer with their work. These allows them to schedule their work time activities at any time they. They visit their relatives, friends and families with no other restrictions. As a result, they don't suffer too much stress like the employed workers in an organisation who are being stressed by their employers and directors to attain certain organisational goals.

Another positive effect of the business case for flexible working is that, according to (Halpern, 2005), is that there is high productivity in terms of capital and costs from the total revenue created. Due to the high profits generated, workers are well paid, leading to more of them being recruited and absorbed into the business. Due to this flexibility, more women are attracted to these jobs, and they are guaranteed various leadership roles. Finally, flexible jobs lead to good financial performance due to an increase in the efficiency of manipulating claim files without any equality.

Gender Representation in Organizational Leadership

Thirdly, there is a small number of women employed as directors of an organisation. This is another challenge that Human Resource Management faces in different organisations. Overall, the number of women who are participating in the labour force continues to increase. For instance, in Canada, the women's labour force increased to 47.3 per cent in 2016 compared to 37.1 per cent in 1976.

Despite this increase in women working in the labour force, their progress in reaching the senior levels has stopped or is not improving at all. In this same country, Canada, the majority of managerial positions are for men. Statistics show clearly that two-thirds of all managerial positions seem to be men. The same trend is also seen in other countries like the United States, not excluded (CIPD, 2016).

To tackle this issue, the glass ceiling, which acts as a barrier for women to rise to different managerial

positions, must be dealt with by conducting several boardrooms and creating awareness of nonessential discrimination reasons for setting aside women in those managerial positions. Some reasons exist for women not being able to achieve senior positions in various organisations.

Barriers and Strategies for Women in Executive Roles

There is a high perception that women can't lead as compared to their male counterparts. Also, from some history, people have low opinions of [women in leadership](#) when they look for those who have broken the ceiling and behave rudely. Another eminent reason is that women lack role models whom they look up to in order to aspire to be leaders, as there are views of them who exist (CIPD, 2016).

Companies should take various measures to increase the number of women in executive positions. These measures include being well-motivated and aspiring to become leaders to compete with their male colleagues (CIPD, 2016). Another measure is that companies should start creating mentorship programmes for women who are in top positions to encourage the importance of leadership. Finally, the companies should have clear goals to nurture women in leadership by training them on how to be leaders.

Finally, the government should also implement measures such as giving equal bonuses to men and women in the same positions without any bias. Also, a wide range of boardroom diversity should be encouraged in various organisations to develop women's leadership and promote the culture change of norms that are available that do not allow women to be leaders (CIPD, 2016).

Strategic Functions of Human Resource Practitioners

Finally, Human Resource Management (HRM) play a very important role in an organisation. Human resource professionals help the company in many ways. Firstly, they are responsible for the recruitment process and hiring qualified professionals for the organisation. Most of these recruiters have a well-equipped knowledge of where to find the best talents to recruit, like various performing universities and colleges (Amin & Yudi, 2013).

Human resource practitioners are also important to their managers and directors in that they help implement activities that will keep their workers happy and motivated to do work all the time (Amin & Yudi, 2013). Most of the human resource professionals are close to the employees, which is not the case with those who are the directors. In this situation, they tell their workers to be open enough to tell the mistakes the company is not satisfying them properly. Thus, this enables the organisation to rectify those problems before they reach the pick, which might affect the company negatively.

Labor Standards, Performance, and Organizational Governance

Highly qualified human resource managers understand the Fair Labour Standards Act (FLSA) more than owners of start-up companies. In this case, he is able to provide a good salary range for all the workers without exceeding for other work, which most directors of small businesses do to attract employees. By doing so, he is able to maximise the profits of the organisation without incurring any losses. Also, they help create various laws that help improve the high performance of an organisation and disciplinary laws that help terminate contracts of employees who are underperforming without breaking the law (Amin & Yudi, 2013).

Human resource directors also help directors plan the organisations well. This includes assessing the strengths and weaknesses of the company and finding threats that the company is facing. These contribute to the high performance of the companies, increasing their revenue earned (Amin & Yudi, 2013).

In conclusion, Human Resource Management and organisations perform various roles that improve the business, leading to marginalised profits. Organisations ensure that there is gender equality by allowing more women to take high managerial positions. Business cases for flexibility allow their employees to work freely without any restrictions. Human resource practitioners help in the retention and management of company employees and draft various laws to govern the company.

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