

Putting employees at right place and its impact

DR. SAPNA SUGANDHA

NHPC LTD.(A CENTRAL GOVT. ENTERPRISE)

Abstract: This paper presents a descriptive idea of the importance of human resource management. Putting every individual at right place is the best idea for getting the best results out of it. Employee engagement is the best way by which human resource can be fully and optimally utilized. When employees are engaged they work for the whole organization and also understands the value, vision, mission and purpose of it.

Human resource is the main asset of the organization. It is the base on which the mansion of organization is built up. Putting this asset at right place is difficult but important task for an organization. There are conditions where right employees do not get the right place and reduces the productivity of the organization.

Employee engagement is the best way by which human resource can be fully and optimally utilized. When employees are engaged they work for the whole organization and also understands the value, vision, mission and purpose of it.

When the employees are not rightly placed, they don't feel satisfied and the culture of the organization downsized with the overall performance reduction.

There are the major function which an employee does for the organization such as :

- Managing job recruitment, selection, and promotion
- Developing and overseeing employee benefits and wellness programs
- Developing, promoting, and enforcing personnel policies
- Promoting employee career development and job training
- Providing orientation programs for new hires
- Providing guidance regarding disciplinary actions
- Serving as a primary contact for work-site injuries or accidents

The above functions are the root functions and all the department depends on it. Nurturing the best and most important asset i.e. human resource is the best idea and their proper utilization is the best way. Now the role of human resource has been changed. It does not do only the administrative tasks but also it plays an important role in the developmental activities. It can transform the organization in

learning and positive set up if it is rightly placed and in accordance with the ability and qualification of every individual.

Reference:

Human Resource Management: Text & Cases. K Aswathappa (Author)

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