



TenStep Supplemental Paper

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The Generation Next

For years, HR professionals have been striving to dispel the notion that associates HR with paperwork. Traditionally, the HR professionals were relegated to personnel administration. HR was just another job. Even the HR programs offered by most colleges focused more on HR theory than on practice. Today, there has been a tremendous shift in this school of thought. The shift explains achievement and satisfaction for the HR professional.

Organizations, employees, researchers and professors are getting accustomed to the changing face of HR confidently. The primary reasons cited for this change is the dawn of the knowledge economy. Business demands and workplace challenges have made the role of the HR even more interesting and challenging.

The demand for knowledge workers and the knowledge economy has made HR more appreciated in the workplace. Nevertheless, HR is synonymous with the task of choosing 'the right man for the right job.' A right man with the right knowledge can transform the business bottom-line. And the HR is absolutely responsible for this.

Back to School

The magnitude of an all-inclusive HR has grown to the extent that college courses in HR include financial analysis, data segmentation, operational research and so on. Pragmatic studies like these prepare students to take on organizational challenges with ease. Smart HR professionals and students stay away from programs that lack the finance and operational components.

Finance and HR

Another development that is making headway in organizations world wide is the partnering of finance and HR in developing operational strategies. A recent survey conducted by CFO Research Services revealed that "the HR and finance professions work better together than separately." The partnership is aimed at improving organizational efficiency and the bottom-line profits. The upshot of this partnership is varied.

The HR, for instance is more attentive to the organization growth. Moreover it is more competent to relate to financial statements and their impact on organizational performance. Finance experts too garner HR insights on workplace issues, labor laws and unions. Another key stimulus of this partnership is finance today has understood the value of people management.

Future HR Challenges

Given all of the above issues, employers will look for HR professionals today and in the future with

- Financial orientation



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- Strategic thinking
- Planning skills

At a seminar conducted by the Society for Human Resource Management, it was established that ‘challenging jobs and clear career paths are keys to attracting high-caliber students to the profession.’

Organizations are leaving no stone unturned to ensure a challenging workplace for the talented, multifaceted HR professionals. Progressive academic courses and the experience of knowledge workers have drawn attention to the fact that a comprehensive HR management is a momentum that drives growth.

Role of the Organization

How an organization manages this new breed of talented HR experts is a critical issue. For one, any HR role that aligns itself to the organizational values, culture and the business strategy is interesting. Nowadays a number of organizations are successfully opening doors for the talented.

The New Garb

Experienced individuals from varied fields are opting for sophisticated HR. What can the company expect from them? And how can it make the job challenging?

To start with ensure that the HR expert is viewed as an ‘in-house consultant’. This makes the job more exciting as he deals with people without bias. Consultants draw from their knowledge and experience objectivity and best practices that can be of immense help to the organization.

Secondly, pass up on outsourcing strategic HR projects. Count on in-house consultant expertise. This peps up employee morale and guarantees complete loyalty.