

# HUMAN RESOURCE MANAGEMENT AT FOOD INDUSTRY ENTERPRISES

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Human resource management (HRM, or simply HR) is a function in organizations designed to maximize employee performance in service of their employer's strategic objectives. HR is primarily concerned with how people are managed within organizations, focusing on policies and systems. HR departments and units in organizations are typically responsible for a number of activities, including employee recruitment, training and development, performance appraisal, and rewarding (e.g., managing pay and benefit systems). HR is also concerned with industrial relations, that is, the balancing of organizational practices with regulations arising from collective bargaining and governmental laws.[1]

Major Functions of Human Resources and Talent Management:

1. Getting the Best Employees
2. Paying Employees (and Providing Benefits)
3. Training Employees
4. Ensuring Compliance to Regulations
5. Ensuring Fair, Safe and Equitable Work Environments
6. Sustaining High-Performing Employees
7. Nonprofit Human Resources[2]

The role of human resource management is to plan, develop, and administer policies and programmes designed to make expeditious use of an organisation's human resources. It is that part of management which is concerned with the people at work and with their relationship within an enterprise.

Its objectives are:

Effective utilisation of human resources;

Desirable working relationships among all members of the organisation; and

Maximum individual development.

The major functional areas in human resource management are:

Planning,  
Staffing,  
Employee development, and  
Employee maintenance.[3]

Current practice shows wide variation in the range of responsibilities assigned to human resource or industrial-relations departments. Personnel responsibilities typically include:(1) organizing—devising and revising organizational structures of authority and functional responsibility and facilitating two-way, reciprocal, vertical, and horizontal communication;(2) planning—forecasting personnel requirements in terms of numbers and special qualifications, scheduling inputs, and anticipating the need for appropriate managerial policies and programs;(3) staffing, or manning—analyzing jobs, developing job descriptions and specifications, appraising and maintaining an inventory of available capabilities, recruiting, selecting, placing, transferring, demoting, promoting, and thus assuring qualified manpower when and where it is needed;(4) training and development—assisting team members in their continuing personal growth, from pre-employment, preparatory job training to executive development programs;(5) collective bargaining—negotiating agreements and following through in day-to-day administration;(6) rewarding—providing financial and nonfinancial incentives for individual commitment and contribution;(7) general administration—developing appropriate styles and patterns of leadership throughout the organization;(8) auditing, reviewing, and researching—evaluating current performance and procedures in order to facilitate control and improve future practice.

Examples of specific tasks include monitoring grievance settlements, maintaining safety and accident control programs, administering employee benefits and services, forecasting future personnel requirements, recommending changes in organizational structures, supervising formal in-house communication, conducting employee attitude and morale surveys, and overseeing compliance with legal requirements for the employment relationship.[4]

#### **REFERENCES:**

1. [http://en.wikipedia.org/wiki/Human\\_resource\\_management](http://en.wikipedia.org/wiki/Human_resource_management)
2. <http://managementhelp.org/humanresources/>
- 3.<http://www.whatishumanresource.com/Human-Resource-Management-functions>
- 4.<http://www.britannica.com/EBchecked/topic/453044/human-resources-management>

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