

# **INTRO TO HR AS A PROFESSION**

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## ABOUT ME

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**WHAT ARE THE BIGGEST CHALLENGES  
NOW THAT BUSINESSES FACE?**



A dense, colorful illustration of hundreds of Marvel characters. In the foreground, Iron Man, Hulk, Spider-Man, Captain America, Thor, Wolverine, Hawkeye, and the Fantastic Four are prominent. The background is filled with countless other characters, including villains like Doctor Doom and Ultron, and various mutants and cosmic beings. The scene is set against a bright blue sky with some clouds.

Don't make me wait  
Don't make me think  
Don't make me work

**CONSUMER POWER**





**GLOBALIZATION**





**RAPID CHANGE**



**GLOBALIZATION**



**RAPID CHANGE**

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**PEOPLE**



# NEED FOR HR PROFESSIONALS



# HR OFTEN MISPERCEIVED



Myth #1:

Anyone can do HR



- HR job is not an easy job and requires in-depth training
- HR activities are based on research and theory



## HR OFTEN MISPERCEIVED



Myth #2:

HR professionals are supposed to be 'People's person'



HR is about making business more efficient through increasing people capabilities, not liking people

## HR OFTEN MISPERCEIVED



Myth #3:

HR professionals are  
very nice & diplomatic people



- Some HR decisions could be tough
- Different communications with different stakeholders



## HR OFTEN MISPERCEIVED



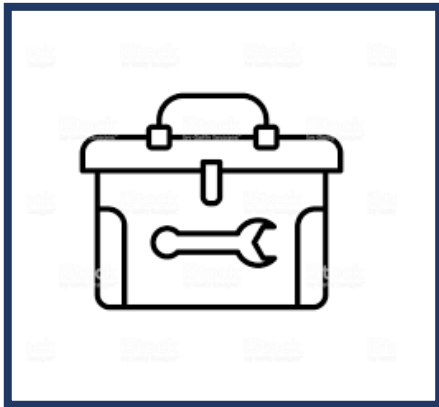
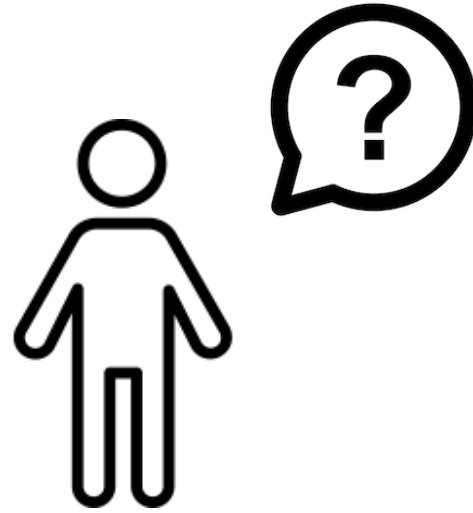
Myth #4:

HR is all about policies



Efficiency and value creation  
through increasing intellectual  
capital & engagement

# CHARACTERISTICS OF HR PROFESSIONAL





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# HR ROLES

# HR ROLES

## HR ADMINISTRATION

- HR document flow management
- Employee data management
- Compliance with Law
- Working time management
- Payroll



## HR ROLES

### TALENT ACQUISITION

- Attraction
- Sourcing
- Assessment
- Onboarding/Integration





## HR ROLES

# COMPENSATION & BENEFITS

- Internal Fairness
- External Competitiveness



## HR ROLES

### LEARNING & DEVELOPMENT

- Performance Management
- Talent Management
- Training programs



## HR ROLES

### HR BUSINESS PARTNER

- HR support of specific Business Unit





# HR ROLES

INTERNAL COMMUNICATION

LABOUR RELATIONS

ADMIN & EHS

DIVERSITY & INCLUSION

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**QUESTIONS?**