

**THE CHANGES AND NEW CHALLENGES IN
CURRENT HUMAN RESOURCE ROLES**

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Abstract

This paper discussed an evolution Human Resource Management has undergone or transformed since the past till now. It argued that 'Human Resources' are continuously evolving in organizations and that Human Resource Management could and must intervene in the emergent evolution process in order to influence the speed and direction of the development. During each stage of evolution, the role and impact of Human Resource became more apparent and obvious. Nevertheless, Human Resource now no longer serves as an administration entity but the master mind in controlling the organization's biggest asset which was the workforce. Thus, Human Resource Management enhanced or hindered the dynamics of evolutionary change of the qualifications and motivations of the workforce. It influenced the development path of the 'Human Resources'. The paper discusses on how Human Resource evolved till as it is currently and the future challenges and changes which are needed to remain competitive. Future challenges are seen as the main obstacle Human Resource needs to overcome to gain a promising improvement towards the working environment. However, every change implies the necessary impact and risk of Human Resource would have to the overall organization. The paper shall highlight and indicate the targeted audience in understanding the overall Human Resource picture while realizing the importance of this entity in any organization.

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1.0 INTRODUCTION

Human Resource roles and responsibilities have changed drastically in current working environment. Human resource which is once recognized as the team that handles personnel affairs has now changed to a greater and wider job scope. They no longer concentrate in just acting as the human resource supplier but also extended in areas such as training and development, compensation and benefits, payroll assistant, organization structuring, design of work positions and others. Their business objectives are established to support the attainment of the overall strategic business plan and objectives. The changes are so enormous that Human Resource is no longer a small team but it is recognized as a department which on par with other departments such as marketing, finance or sales. Even it is the Human Resource team that normally advises on the planning and structuring of an overall organization. In conjunction with this Susan M. Heathfield (2007) in her article "The New Roles of Human Resources Professional" stated that Human Resource managers must treat themselves as strategic partners to contribute to the development of and the accomplishment of the organization-wide business plan and objectives. In fact, Human Resource has now grown from a small and sub-area into a big and professional department which is strongly embedded into any organization structure and become a core entity in the organization.