

Is HR the right choice for you?

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Human Resource Management has become one of the key elements for any organization in the past decade or so. With companies putting continuous emphasis on developing their HR department with the best talents, many business students are still confused about choosing HR as their major in business administration. This article talks about the few prospects of HR and what awaits you if you are someone planning on working for the HR department, which works on empowering the employees to perform at an optimal level.

Nowadays a lot of students in Bangladesh are pursuing a BBA in their undergrads while many are doing an MBA. Whichever you may belong to, you probably face the decision of choosing between a lot of majors being offered such as Finance, Marketing, HR, Operations etc. Although not very popular in the past, HR has recently become a choice for many students. So, here are some of the departments available under the corporate HR wing:

HR Business Partner

This department is concerned with professionals who partner up with another department like marketing or finance to ensure that the concerned department's HR needs are fulfilled. Basically, s/he needs to focus on staffing needs of the particular department. For example, the partner for the finance team looks after the team's activities and has the same targets assigned like any other finance

person in the team. Hence, the HR business partner working with the finance team needs to have a strong understanding of the functions there for effectively supporting the team.

Organizational Development

Known as the OD team, their main focus is on talent acquisition from various universities. They collaborate with campuses and their students to host insightful seminars there and attract the best talents from these institutions. They develop the flagship Management Trainee programs and most entry level programs. They are involved in what is known as Employer



Branding, that is developing on the organization's culture and outlook as a whole

Leadership Development

The LD team focuses on developing and grooming the leaders, especially the senior management. Moreover, they are tasked with analyzing training requirements for the employees and arranging such programs if they feel the need to do so.

HR Operations

This team essentially functions as the core HR team. Their responsibilities include most basic textbook definition of HR activities such as designing a recruitment plan, hiring employees

through various assessments and firing. They have to work more or less with the HR planning of the organization.

Compensation and Rewards

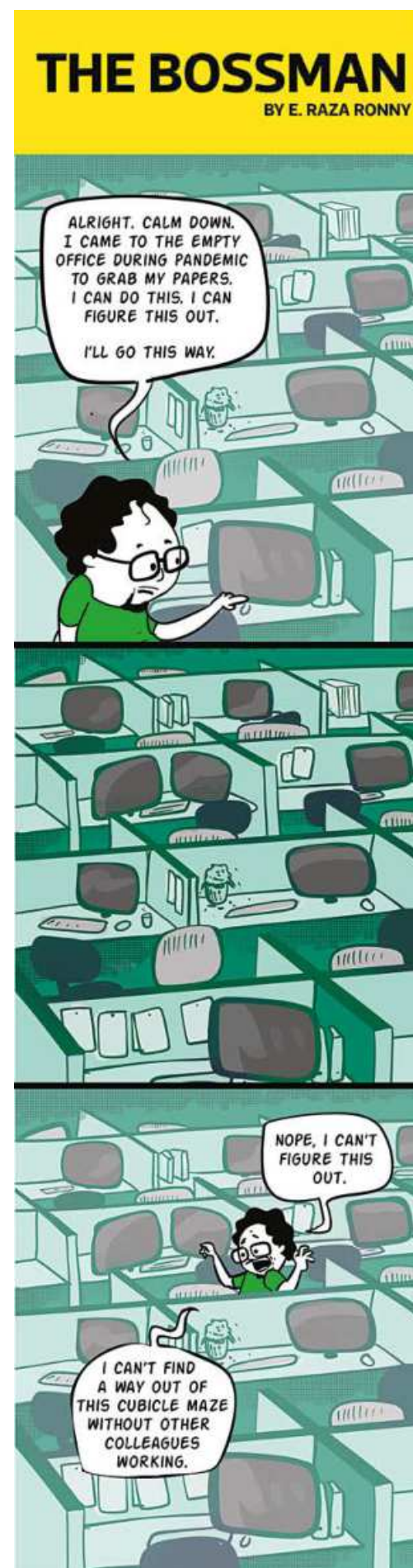
This team is focused on making a compensation packages according to the industry standard. They research the best practices and try to give the right rewards to the deserving people. They also manage incentive plans and other benefits for the employees.

HR Information Systems

A relatively new field, it works with HR Digitalization and Transformation to ensure resourcing needs of the company. They work on integrating the

HR processes through innovative and digital platforms. Proper knowledge of Information Systems is needed to work here.

It is okay if you are still undecided on whether to pursue HR or not. A lot of top HR executives started out in different roles such as marketing or finance and later on shifted to HR during their career. And if you want to keep your options open, then it is always a good idea to take a minor in HR if you ever feel the need to switch. And most Trainee programs allow the incumbents to rotate across departments so that they can find the right fit for their Trainees.



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