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## **THE NATURE AND IMPORTANCE OF HUMAN RESOURCE MANAGEMENT**

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### **ABSTRACT**

Description of work accomplished through a document which specifies the objectives of the work, what will be done, what responsibility does he who does the work, the relationship of this work with others, working conditions or requirements Tier necessary, depending on the concrete works. The information necessary to do the job description can be provided in different ways, for example, through interviews, examination of documents to employees who perform the job or through their survey in the workplace. In analyzing performance management and success of the organization, this study is interested in the weight of influence of each of the components of performance management, particularly the assessment of performance, the success of the organization. The weight of influence of each of the components seen in three forms: 1) high, 2) medium, 3) low. When the variance in severity of influenza seen lying in years, three forms are: 1) increasing, 2) same, 3) decreasing. If the three forms of the variance in weight takes the influence of the components when viewed in reports that display components with each other: 1) greater, 2) the same, and 3) lower

### **THE NATURE AND IMPORTANCE OF HRM**

Researchers and managers widely agree that the practice of human resource management and organizational base is a function that provides a significant contribution to achieving the objectives not only in business but also in other spheres of human activity. Charles O'Reilly & Jeffrey Pfeffer, in their book 'Hidden Value' (2000) expressed it this way: "We believe that over-emphasizing accomplishments were achieved under the stereotype that most people are working asset" lies a deeper truth: to the extent that an organization uses really worth hiding its people, to the same extent it increases the chances of success. This is especially true in a world where intellectual capital and knowledge are becoming increasingly more important. Many organizations do not possess nor this value ". Today the business operates in a competitive environment, which is regarded as a critical force for change: "The pressure on organizations to add value to achieve sustainable competitive advantage and rapid response of ad.aptim and flexibility to new challenges has become quite strong. The response to this pressure has taken various forms, including new forms of organization, structures flat, flexible, based on the process or project, increasing reliance on information technology and with the emphasis on improving consistent performance, quality and customer service. The quality of capitalist human and intellectual who own organizations generally regarded as a key factor of differentiation from their competitors and to achieving more than high "(Armstrong and Brown, 2004) The importance of HR special not only in the organization but also in the macroeconomic framework, has led governments of various countries increasingly preoccupied programs and strategies for long-term development of these resources with indisputable value. Indicator development of human resources, already considered an alternative weight indicator to characterize the degree of progress of a country. An attempt to calculate the indicators of human resource development for our country was made by UNDP Global Human Development Report 1998. According to this calculation, this indicator proved to have value rated Albania 0656 and the 105th between 175 countries. While calculating this done for the past considers Albania as a developing country average human resources function human resources management gradually developed during the

nineteenth century, when working conditions were inadequate and such a situation was seen as counterproductive.

Owners of industrialists, such as the UK R.Owen introduced and applied the principles of welfare and education in business organizations. In manufacturing methods were applied quite different from previous ones. Along with the need for labor integration in new production processes gradually began to lose and traditional autonomy. Although elements of management of modern human resources can be found early in the movement of human relations in the 1930s of the last century, we can say that in the first decades of the twentieth century-the function of human resources management deal with a hedged about issues, such as recruitment, dismissal and salaries of employees. The evolution of human resources management has progressed in parallel with developments in the economic and social field. Depression in the 30 th century resulted in the legalization and increasing the power of unions de jure and de facto, while the emergence of laws that prohibit discrimination against employees on the basis of color, sex, creed or origin were followed by laws other as well as increased interest from government employment, pension plans, issues of health and safety at work etc. In later years, especially in the 70-80's, along Tier factors, competition among business organizations, established at a high level as well as within the national to the international context, made the situation more complex. To effectively address greater this situation quite firm established separate departments of human resources, while their managers were responsible for a wide range of issues from hiring of holidays of its management of remuneration planning The employee needs to the training and development of employees and conflict resolution. They also address the problems of relations between employees and employers, negotiation and administration of collective agreements, etc. Human resource management is part of the management focused on human relations and ensure their welfare so that they provide maximum job contribution. Institute of Management Personnel in the UK provides such a definition for this function "management of personnel is part of management concerned for people in work and their relationships within an organization. Its aim is to merge and develop employees that comprise it and is concerned for the welfare of the individual and team work to encourage them to provide the maximum contribution to the success of the organization ". (R.Mullins, 1993) the following: "Human resource management is the process of attracting and retaining a talented work force and energy to support the mission, goals and organizational strategies .." (J. Schermerhon, 2001) At the time Today, the term "human resources management" widely used instead of the term "personnel management" used in the past. That was done to emphasize that employees are not just an expense but a company source as are capital or other devices, even the most important source of it. However, it should be stated that the management literature encountered in debates on converting management staff in the name of human resource management modern. So D.Guest we. article "Human Resource Management and Industrial Relations" (1987), suggested three ways to use the new labeling to the traditional ones:

1. Simply to rititulluar personnel management in a new fashion.
2. To redesigned and reorganized the roles of staff and departmental staff work.
3. How very different from the previous designation 1 and to provide a new approach to management.

In addressing this argument, Legge (2005) states that "debates, which were important for researchers British human resources management a decade ago-for example, 'a changing human resource management from the management of staff, or "Although born of human resource management 'are exhausted already. This is due partly American dominance in

setting the agenda ... and plesërisht to achieve consensus on these issues .." same author, going beyond this reasoning, claims The biggest debate of human resource management in the XXI century is how to conceive and test the links between human resource practices and business performance. This does not mean that suggested that human resource practices have not changed (because actually they have changed) but to say that the debate on the difference between human resource management and personnel are now sterile. What rëndësi karakteristiUt is to identify and practice the basic elements of modern human resource management in the XXI century

Human resources management (HRM) can be handled in two ways: As a field specializmar within a business organization, which through the managers of human resources is responsible for resource planning rizerëzore, recruitment and selection of staff, training and development of employees, performance appraisal, compensation and benefits for employees and maintaining effective employee relations (the relations between workers and managers and employees' rights).

All managers who run departments eprodhimit, marketing, finance, etc. or their subdivisions, while employees are different depending on the deal with their management, can also be considered as human resources managers. Despite the areas where they operate or their size, it is recommended that every business organization, have at least Nye person, which performs the function of njerëzorel resources. This manager is a specialist, which to perform its work effectively must have knowledge in the field of economics and industry, from psychological and social problems, the problems of working conditions etc. Above all, he must chjë like working with people, be patient, friendly, determined the judge always under the coordination of the interests of employees with the organization's objectives. Human resources manager, to which is delegated the authority to perform a set of tasks, can respond directly to the main leader of organizatës or to other management functions. In large corporations, which have human resource departments, their manager answers directly to the top manager (CEO chief executive). Reliance on a substantially to the department of human resources problems, shows that human resources manager has a perceptible impact on the overall direction of the company. Senior managers set goals and policies to be followed in the field of human resources. They, at the same time, long-term deal with the organization problem.let.

Senior managers set goals and policies to be followed in the field of human resources. They simultaneously deal with long-term planning, and organization. Managers nzuelit secondary define the procedures and supervise the implementation of policies in place, while managers high level, being the most important element for the implementation of an effective management of people, interpret policies to subordinates çityre, influence the position they hold , direct their work Idhi zgj disputes that may arise. At the same time they transmit and interpret needs. and interests of employees to higher levels of management. Ri policy on the design of the field of human resources, managers should consider some momen.te: First, to provide employees with a pa.gesë not only enough for a normal life ,, but for the same work no n.dryshime payment in other organizations. Second, employees have of sufficient certainty that they will be working: ing in that organization for a long period.hë relativisht time. This is especially important for those employees, eilët have. the people in charge. Thirdly, the staff can nd ers treated equally. Their midts and criteria only ip ivilegjeve is: work and its results. Fourth, aim for and continuous training of employees How well be used to gliitha facilities in the country that offers iegjislacioni tons.

Fifth, the aim is to achieve a democratic treatment of workers. In other words, they feel it and realize in practice the right to speak for themselves about the way people are managed and that kryeinë this task

Going back to the practices of human resource management in the XXI century, today's authors emphasize in-these elements:

- The investment in people a good business for those people who make it possible to differentiate the performance between organizations
- The harmonization of the objectives of the individual with those of the organization • In the conception of relations work based on harmony, consensus, commitment and common interest of employer-employee.
- The harmonization of the right of the human resource function with the interests managerial-something This requires that human resource practitioner play the role of 'business partner'.

The notion of business partner is not quite new, but already it has attracted particular attention. In essence, the role of partner in the business of human resources means that first and foremost be a business manager and then to be a human resources specialist. A prerequisite for this role as business partner is to ensure that the policies and human resource processes are characterized by effective administration, justice and equality, compliance with legislation and effective practices, which requires high level professional. But this new role requires that in addition to these elements, the best known and well understood corporate strategy, targets managers of other colleagues as well as to contribute to optimizing the performance of people and therefore, in organizational performance. This reasoning shows us all the ability that must permeate the concept of human resource management and not just the individual who is in the position of manager or director respective; it should be adopted by everyone who works in the human resources department. Among the different authors that address this role, we note the description that made Armstrong (2000): "Another concept associated with human resources management is the director of human resources business partner or manager. This idea generally attributed Ulrich ( 1998), but many years ago Tyson has suggested that 'specialists, personnel managers business integrate their activities with the management of the high and ensure that \* they serve strategic goals long term and that have the ability to perceive the landscape of wide understand how Their role helps achieve the company's business objectives. "

Human resource planning, human resources is the process of identifying future needs for staff and determining the strategy to be followed for achieving this objective. Human resource planning is important because ultimately, business failure or success depends largely on the structure, staff qualifications and organization efforts. Through the planning process, managers solve several tasks:

First, ensure the necessary number of employees 1, at the right time and with the necessary qualifications for each position. Second, uncovered areas where staff turnover is high and on this basis the preliminary measures taken to improve the situation before it has serious consequences. Third, identify training needs for the next period and thus managers are able to draw up plans for the training effects of the development of their employees. Fourth, through this process managers assess the effectiveness of the decisions and make the necessary corrections for the future.

Human resource planning is a process consisting of three phases: a first phase evaluation of human resources for current conditions. So managers through analysis determine whether staff. Current is suitable for the current needs of the organization (in number, structure and terms of training) and if it is used properly. b- In the second stage or prognosis forecasting needs for the planning period, which is usually 1-2 years. This prognosis does assess the number and types of workers required for this period in order to achieve the objectives of the organization. For determining the number of employees taken into account the volume of each activity to be performed as well as changes in production methods or technology.

As for determining the bid, managers consider internal resources (movement of workers within the within the organization as promotions, transfers from one job to another, etc.) And external sources (people looking for work, those who complete the newly school employees in other organizations, but for various reasons 4W want to leave it, etc.). c- The third phase program developed to meet the needs of future human resources. Prognosis is the basis from which we start to design the necessary program for training and recruiting. This program should be reviewed periodically.

### **Selection**

Having completed the recruitment process, the second important moment of the organization, staff equipment needed is the process of selection of candidates who best meet the conditions for execution of works in vacancies. This process is carried out through a series of stages.

Screening (preliminary selection) Although candidates can be eliminated during the subsequent phases of selection, during this phase, usually eliminated a significant number of them. Screening is the moment where eliminated all those applicants, who evidently does not meet the requirements for carrying on that claim. Screening can be performed in several ways, but the most typical and applied in many organizations is to consider the sheet completed by candidates in a format prepared by the organization. If the data do not match the candidate of concrete work requirements, which are reflected in the job description documentation, that candidate is eliminated. So for example, to work in a bank required economic higher education branch of the bank and that the candidate has a lower education level or outside the profile, it is not considered appropriate for the bank and eliminated. Usually they turn negative response by letter or by phone. The decision of the organization provided by the human resources department, whose managers must be careful to respond politely that even if not accepted, candidates maintain a good image of how they are treated by it.

### **CONCLUSION**

They have to deal with recruitment at local level, management of human relations organization and control of payroll management and compensation, as well as explain and implement policies. While the practical implementation of human resources policies was left to local managers or external agencies, policy creation and development of the organization becomes even basis. Human resource managers should prepare policies to adapt to international rules and at the same time meet the requirements and needs of the organization. The international aspect of human resource management has placed human resources managers in strategic positions and also made them to bear with linear managers and operational burden them success in foreign units of the organization.



With increasing concentration in recent years the administrative management of human resources management is starting to take an important place in the management of the organization. Human resources are beginning to be innovative, "new ways of working principles" in labor relations. Performance management system, as a field of study, is a known issue in the management of human resources. It is very important for a company to plan, manage and reward employees. By observing these links productivity of the company will evolve and benefits would increase. Employees are resources and assets of an organization. The organization should establish strategies to identify, encourage, evaluation, improvement and reward employee performance at work. Consequently, improving the performance of employees can affect the organization's performance. Therefore, this study aims at understanding the impact that the performance management system performance. The first aim of the study was recurrence of literature about the system of performance management, employee performance and the connection between them. And last is the objective of understanding the nature of the relationship between performance management system with the performance of employees and the creation of a group of recommendations. The term "performances originated from the word old French 'porfinner" which means "to do something in an appropriate way" and defined as "complete success in terms of a task, activity or working process." For performance and managing its effective given many definitions, from which we highlight that provided by Armstrong and Baron (2004) in which management performance is "a process that contributes to the effective management of individuals and teams in order to achieve high levels of organizational performance . As such, this process establishes a common understanding / unique about what needs to be achieved and the outlook for the management and development of people, which will ensure its achievement (performance). To provide the complete contents of performance management, quote the definition given by another author (Hendry et al., 1997), who manage the performance considers a "systematic approach to improving the performance of individuals and teams, in order to achieve organizational objectives ... treatment / perspective that will be used will depend on the organization, its culture, relations with employees and the type of work they do "While the evaluation of performance, and simply put, is to determine the result of the work of each individual by matching its actual level against the standards set in advance.

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