

Media Coverage

Publication	Date	Edition	Link	Headline
Economic Times	28 Sep 2021	Online	https://hr.economictimes.indiatimes.com/news/industry/the-function-of-an-hr-professional-is-to-build-talent-not-just-acquire-it-experts/86573636	The function of an HR professional is to build talent not just acquire it: Experts



The HR profession has evolved from being only a people profession to a business partner, strategic consultant, and workplace culture architect. But several misconceptions and stereotypes have run on about the profession since forever. The Human Resources department is probably the one department that has faced the brunt of rumours, biases and misconceptions in the corporate world.

There is more to HR than just hiring and payrolls, they bridge the gap between the management and the employees in an organisation. Their work is about weaving the fabric of organisational culture and people, and instilling practices that allow for people who join, to reach and exceed their potential, to ensure that they are nurtured holistically and are happy to be with the organisation, and to make sure that their stint with the organisation is meaningful, impactful and enjoyable for them.

“A well-rounded People’s department is essential for the development and smooth functioning of any organisation. While hiring and attracting the best talent has always been perceived as a main function for Human Resources, ensuring and providing a holistic and positive growth-enabled environment is now considered equally vital,” said Abhijit Abhyankar, Regional Head of People – South Asia, Middle East and Africa, Cathay Pacific Airways.

Myths that HR leaders want to break

One of the leading misconceptions is that the only job of a HR professional is to onboard people. “There is so much more to it, like manpower planning, budgeting, creating a balance between employee and organisation, creating a talent pool and selecting the right candidates, background verification, creating inclusivity in the work environment, training, development of employees etc.,” said RP Yadav, Chairman and Managing Director, Genius Consultants.

To read more click on the link