

# The HR Profession: Past, Present, & Future

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# Presentation Overview

- **History of Human Resources Management**
- **Human Resources Management Now**
- **The Future of Human Resources Management**

# HR Profession: Past

- Industrial Welfare - One of the First Forms of Human Resources
- First Acts Passed were Under Industrial Welfare
- Usually Regarding Children and Women in Factories



# Presentation: The Early 1900's

- Armed Forces
- Ability Tests
- IQ Tests
- 1921, National Institute of Psychologists
  - Selection Test
  - Interviewing Techniques
  - Training Methods



# The Second World War

- Focus on Recruitment, Selection and Training
- Improved Morale, Motivation, Health and Safety
- Beginning of Wage Policies and a Personnel Development Department with Trained Staff
  - Today Known as the Human Resources Department

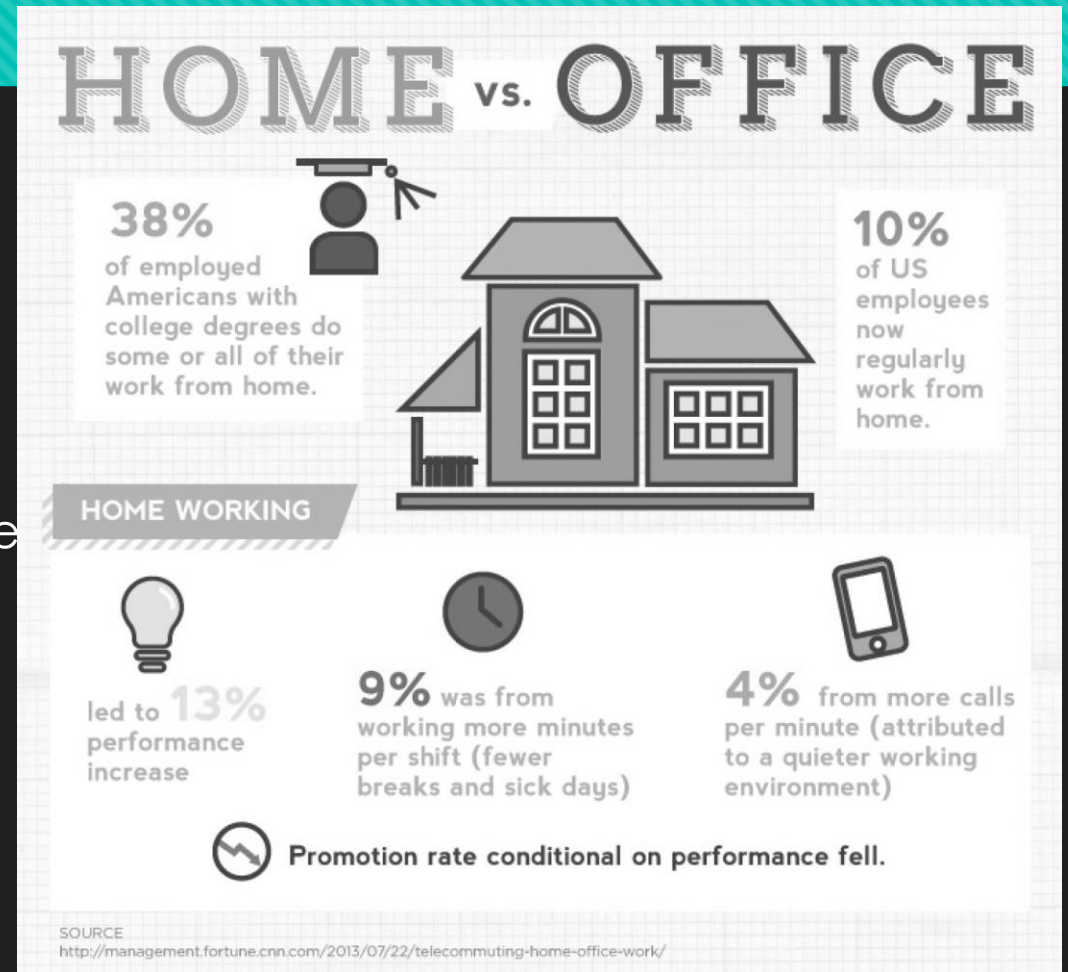
# The 1970's

- More Employment Laws were Being Made at a Much Faster Pace
- Creating the Role of the Specialist Advisor
  - To Ensure that Managers Don't Violate the New Laws and that Cases Didn't Result in Law Suits



# The 1990s

- Opportunity for Flexibility in the Workplace
- This Flexibility Turned into the Variety of Options We Have for Work Today
  - Working Remotely from Home



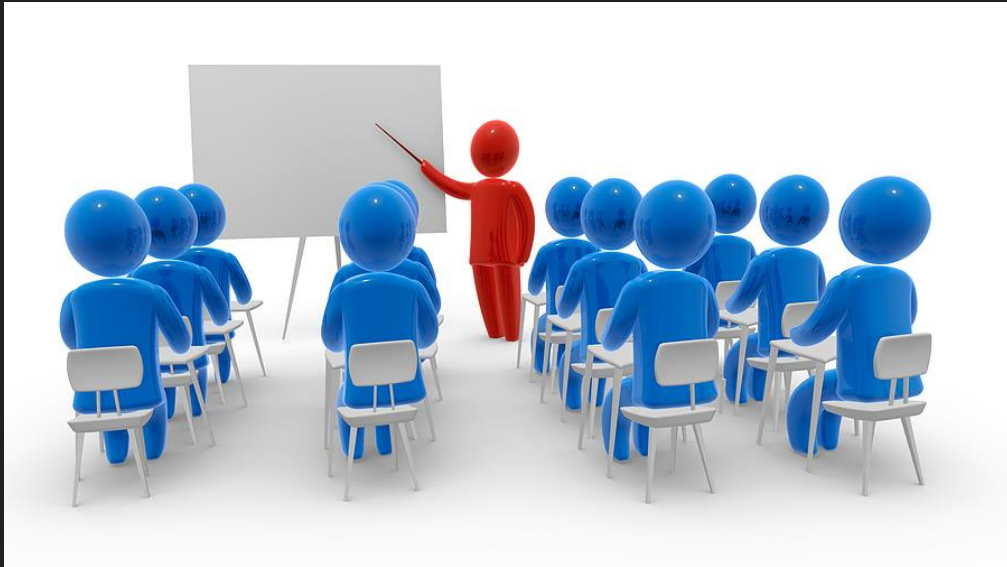
# HR Profession: Present

- HR Profession Changed Dramatically
- Managing Successfully = Crucial
- Employees = Competitive Advantage
- Causes for Change
  - Technology, Globalization, Labor Market





# HR Profession: Present



- Behavior & Decision Making
- Training Programs, Lessons Learned, Policies
- Strong HR Department Hard to Imitate

# HR Profession: Present

- **Strategic Human Resource Management**
  - Align Workforce with Company's Strategic Plan
  - Performance Appraisals
  - Staffing
  - Training
  - Assist Managers to Motive Workforce

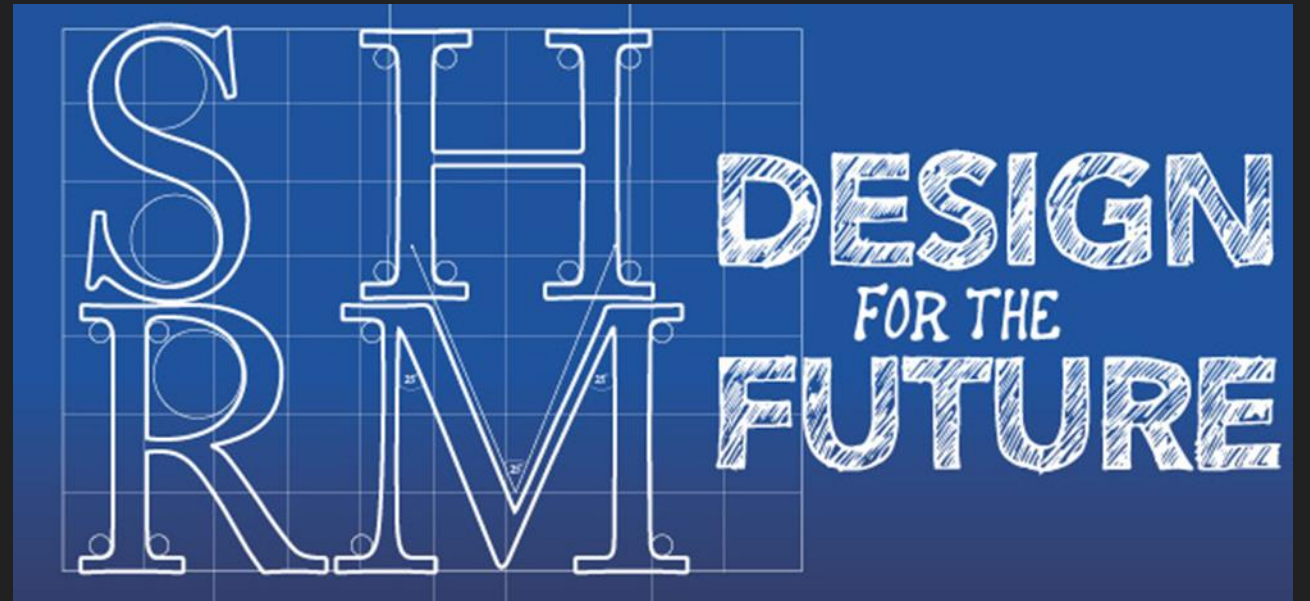
# HR Profession: Present

- Strategic Human Resources Management
  - Workforce = Asset
  - Dictating/Enforcing Rules → Promoting Participation
  - Increased Long Term Employment
  - New Training/Development
  - Creates Creativity & Innovation
  - Enhances Work Experience



# HR Profession: Future

- Will Need to Continue Changing and Adapting
- Efficiency - Crucial
- Diversity Increasing



# HR Profession: Future

- Talent Acquisition
- Planning and Skill Assessment
- Globalization

# HR Profession: Future

- Customer Satisfaction
- Operational Efficiency

