
THE APPLICATION OF HUMAN RESOURCES MANAGEMENT DESIGN FOR ENHANCING OUTPUT IN AGRICULTURAL COMPANIES

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Abstract:

The present state of HR management duties and responsibilities as they relate to Agricultural Companies and design is discussed in this article. Furthermore, based on the findings of a main study, it describes the functions of HR in organizations that have altered their HR departments in terms of HR Management Design concepts, both theoretically and practically. The purpose of this paper is to present the roles and duties in HR structures inside organizations, as well as the effects of these changes on HR departments' effectiveness. Another purpose of the article is to define the tasks and obligations of the newly created HR Management Design job in these firms. It also houses an organization with one of the most well-remodeled HR departments in the country, and whose internal clientele evaluate its services as good.

Keywords: HR Organizational Structure, HR Management Design, Agricultural Companies, HR Responsibilities, Human Resource Management.

1. Introduction

The impact of HRM is inextricably tied to the increasing value and importance of intangible assets for the Agricultural Companies to perform well in this role [1]. As previously said, HR Management Design should have a say in how Human Resources choices are made for HR [2]. He requires a lot of knowledge to help him make decisions [3]. The importance of HR Management inside the firm is determined by this element [4]. This leads to the Human Capital hypothesis, which states that the costs connected with Human Resources procedures and processes should be considered as a long-term investment [5]. The dynamics and functioning of Human Resource departments are affected by changes in the relevance of Human Resources for businesses. The many expectations produced by these developments are mostly related to HR departments' strategic function, which is to provide vital support to line managers in achieving the company's business plan [6]. In this regard, the HR Business Partner Model, which is commonly used, separates an organization's HR responsibilities into four categories [7].

These activities distinguish between the business and people perspectives on the one hand, and the strategic and operational perspectives on the other, by highlighting the HR department's special focus in four dimensions, each with two axes. Many organizations in the [8] Czech Republic have reconfigured their Human Resources departments in response to this new HR function paradigm. This should make providing better HR services to internal clients (top management, line managers, and employees) easier, as well as emphasize HR

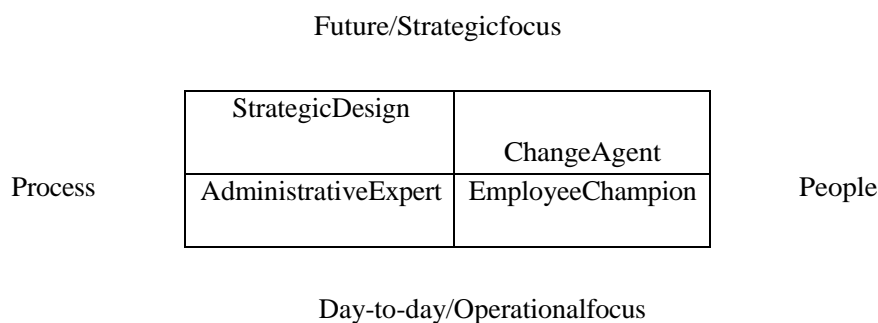
departments' strategic relevance [9].

This article looks at HR organizational structure change in Oman businesses through the lens of Ulrich's HR Business Partner Model. [10] Primary data analyses are employed to meet all of the objectives. This information was gathered through a quantitative and qualitative survey, as well as secondary resource comparisons. The purpose of this paper is to present the roles and duties in HR structures inside organizations, as well as the effects of these changes on HR departments' effectiveness. Another purpose of the article is to define the tasks and obligations of the newly created HR Management Design job in these firms. It also houses an organization with one of the most well-remodeled HR departments in the country, and whose internal clientele evaluate its services as good.

2. Methods

This article achieves its objectives by examining Agricultural Companies internal reports as well as comments from managers who participated in the qualitative and quantitative study. The data acquired from HR practices is compared to the concepts in the applied the ory model in this study. The quantitative study's first phase was based on replies from company executives to the researchers' questionnaires. The second phase of the quantitative research was carried out with the help of HR managers or other people in the firm who are in charge of Human Resource Management. Interviews with corporate leaders and HR executives from companies that had modified the structure and style of their HR departments were used to conduct the qualitative research. Internal documents such as job descriptions, organizational rules and regulations, organograms, and the like, as well as managers' judgments of the high quality of HR services, were evaluated. A brief case study on the successful solution was undertaken after that (it can be regarded as an example of the best practice in this area). This was about the successful concept of HR organizational structure once the HR Management Design adjustments were made. The HR Management Design is depicted in Figure 1.

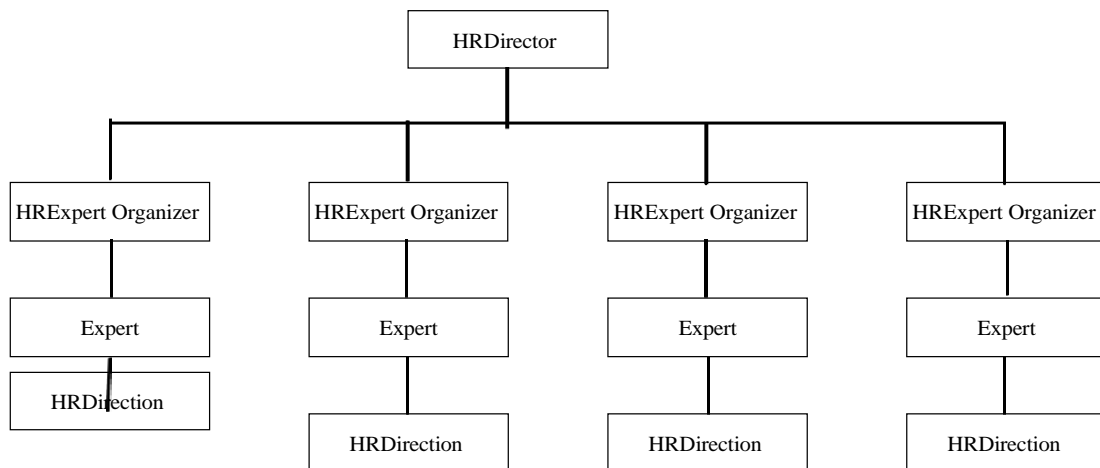
Figure 1 HR Management Design



3. The Roles and Responsibilities of Human Resource Management in Agricultural Companies

By offering HR services, the Human Resources department aids other departments with their management tasks and obligations. Only a few solutions exist for standardizing and centralizing administrative activities (to save money and provide better service), freeing up resources for Human Capital investment and other strategic initiatives (Dvoráková, 2012). HR information and best practices are limited inside such platforms. It is uncommon to be able to communicate this information to other portions of the firm for use there. Figure 2 shows the Human Resources department's organizational structure based on the Human Resource Management Structure's duties. From the standpoint of Human Resource Management, such an HR organizational structure allows HR departments to more efficiently implement company strategy and supervise its implementation. The HR structure of a corporation must match its business structure. The corporate structure of a holding company, for example, would result in a decentralized and dispersed HR organization, whereas a corporation with a particular management (Ulrich, 2007). This new organizational structure for HR departments allows HR departments within an organization.

Figure 2 Responsibilities of HR Management structure in Agricultural Companies



This aids the company's Human Resources department in maintaining a stronger contact with the activities. Otherwise, dividing the HR department's numerous activities into transactional and transformative operations is beneficial. Transactional responsibilities may and should be standardized because they are routine and administrative in nature. Dealing with them is preferable.

3.1 Roles of Human Resource Management Design in Agricultural Companies

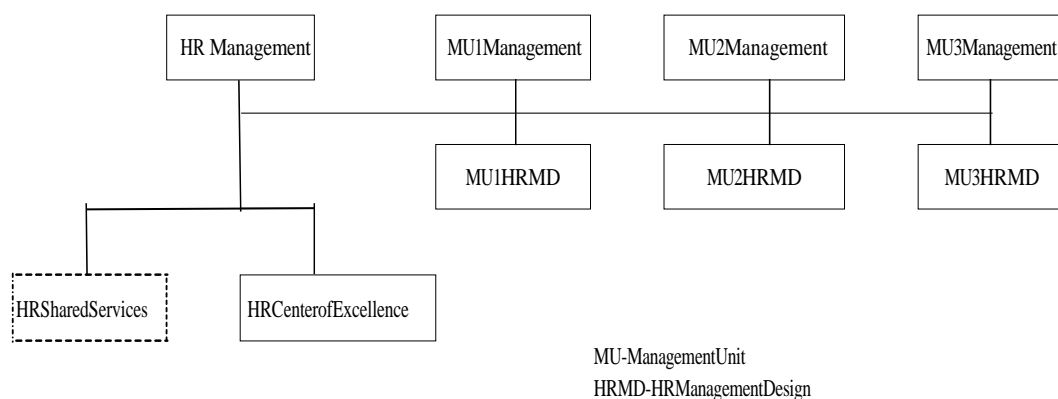
HR management design functions are differentiated and strategic, and they are centered in HR centers of competence and groups of management partners. In the HR Management Design, HR generalists are given trans for mative tasks in addition to their strategic partner and change agent roles (shown in Figure 1). As a result, HR administrative responsibilities are

managed by shared service centers. These provide for standardized administrative procedure access as well as the quick and effective application of personnel policies. Working together in a center of expertise, Human Resources professionals and specialists can create a network of specialized information that can be shared and used more efficiently across the firm. Companies are increasingly under pressure to complete Human Resources functions more quickly and effectively. Hence HR structure transformation is being considered. Firms are currently planning these operations, and numerous polls based on interviews with managers have confirmed this trend (McGrory, 2012). This HR change must be divided into two parts. Both, however, necessitate a change in HR structure, as structure is a fundamental component of every firm.

The HR function resembles that of a Human Resources consultant in certain ways, but they are not the same. A consultant is someone who has a direct impact on an individual, group, or organization and the authority to make changes or implement plans. There is a distinction to be made between internal and external consultants. The internal consultant's competence is limited by the organization's characteristics. A consultant from outside the company just has a rudimentary understanding of the company.

The internal consultant, on the other hand, has a deeper understanding of the company's culture and workers, as well as knowledge of how to implement the strategy within the organization, primarily from the perspective of Human Resources. As a result, it's critical for him to gain acceptance from the rest of the management team. According to research, the Human Resources department structure is based on the management design displayed in Figure 3. Human Resources has evolved from a strictly administrative to a strategic function. In order to accommodate these changes and meet managers' expectations for future HR positions in business organizations, this tendency must be represented in HR structural transformation.

Figure 3 Roles of HR department Structure based on HR management design in Agricultural Companies



3.2 Roles and Responsibilities of HR Management as well as the Effectiveness of HR Departments

Roles and Responsibilities of HR Management as well as the Effectiveness of HR Departments. Through interrogating managers in these firms, the roles and duties of HR management function in organizations after HR department restructuring were examined. The managers evaluated their perceptions of the HR departments' position and function in their firms. This was done on a five-point scale. The transformation of HR's organizational structure also signifies a shift in HR's perspective of its position within the organization. In organizations whose HR departments still follow the 'traditional' organizational structure, the HR department's role is viewed more positively from a managerial standpoint. The HR department is mainly focused on carrying out the company's strategy and supporting its operations. The HR department's duty is considered as operational and administrative in organizations that still use traditional HR organizational structures. The consequences of the aforementioned changes in HR departments in some of the organizations recently analyzed may have affected this shift in opinion of HR departments' strategic importance.

4. Human Resource Management Structure and Design

The formal methods used to manage people inside a firm are referred to as "human resource management structure and design" (HRMSD). Designing the exact needs that the human resource function will satisfy is the first step in developing an effective system.

1. Determine your requirements. Depending on the size of the company, a human resources department can conduct a wide range of activities.
2. Establish Procedures and Policies.
3. Assign Tasks.
4. Fill in the blanks.

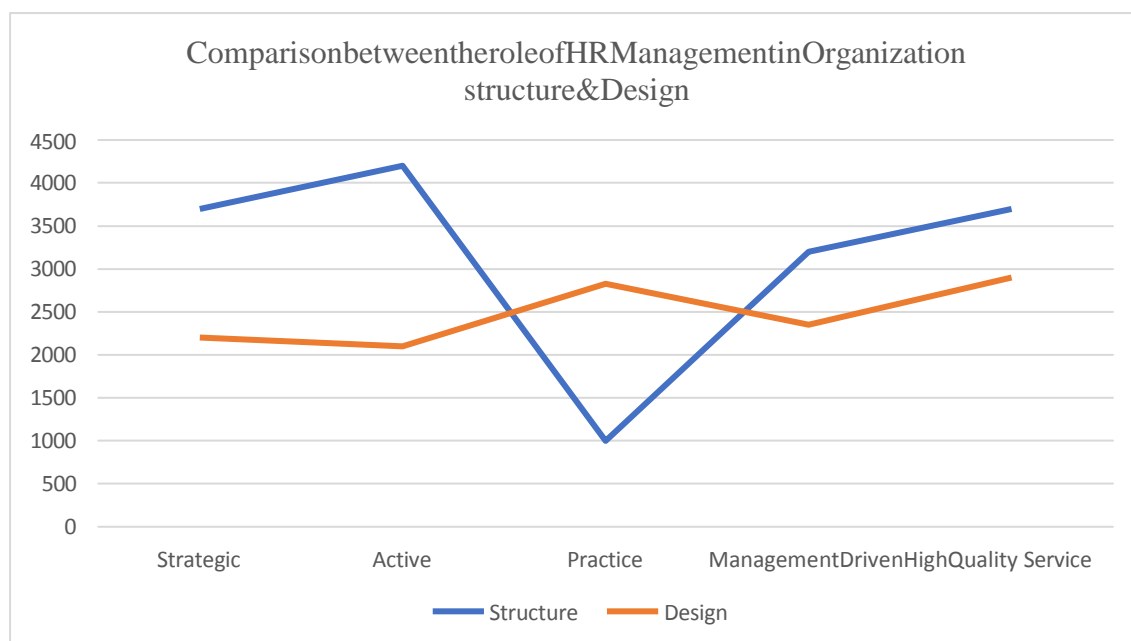
Although transformed HR services are of greater quality than traditional HR departments, the degree of quality of this aids the company's Human Resources department in maintaining a stronger contact with the activities. Otherwise, dividing the HR department's numerous activities into transactional and transformative operations is beneficial. Transactional responsibilities may and should best be standardized because they are routine and administrative in nature. Dealing with them is preferable in organizations; the influence of modifying HR's organizational structure on HR departments' cost-effectiveness must also be considered. The HR department's cost effectiveness can be measured in a variety of ways. A cost study of a certain HR department in relation to the HR function resembles that of a Human Resources consultant in certain ways, but they are not the same. A consultant is someone who has a direct impact on an individual, group, or organization and the authority to make changes or implement plans. There is a distinction to be made between internal and external consultants. The internal consultant's competence is limited by the organization's characteristics. A consultant from outside the company has just a rudimentary understanding of the company. Table 1 analyses HR management's role in a company's structure and design (based on primary data analysis, as well as comparison with strategic, active, practice, management-driven and high-quality service organizations).

Table 1 Comparison between the Role of HR Management in Organization Structure and Design

HRManagement	Structure	Design
Active	4200	2100
Practice	1000	2830
Managementdriven	3200	2350
HighQualityService	3700	2900

The structure and design of HR management are depicted in this figure. These data were produced through a comparison of HR management's role in the structure and effectiveness of an organization. The design is shown in Table 1. (Based on original data analysis and comparisons with strategic, active, practice-driven, and high-quality service companies.) The values are ranked according to the size of the organization in Figure 4. The number of employees was used to compute this. The percentage points displayed range from 25 to 75. A medium value has been assigned to each type of sample that was surveyed.

Figure 4 Comparison between the Role of HR Management in Organization Structure and Design



The impact of the HR organizational structure reform on the effectiveness of the HR department is unknown. In the majority of the business groups analyzed, it is possible to make useful distinctions between departments with modern staff arrangements and those with traditional structures. These differences, on the other hand, cannot be considered substantial. The impact of change on HR organizational structure, as well as the basic drivers of transition, are unknown. The main purpose of this transition is not to save money in the HR department. Cost considerations are only taken into account when administrative activities have a poor added value.

Conclusion

It is feasible to draw some conclusions from the data and case study described above, which have consequences for the overall management of Agricultural Companies. The aims of HR management roles and duties, as well as their impact on the success of HR organization structure and design, are among the most significant of these. The challenges that HR managers encounter as a result of their newly designated areas of competence, as well as the benefits that these roles and responsibilities efforts create in the eyes of these firms' management, are both significant factors study are fast-paced, industry leaders. Instead, the idea was to boost the value of most HR departments' work by including them in more strategic aspects of management choices. As a result of their valuable contributions to strategic decision-making processes, the restructured HR departments are intended to become recognized and equal partners to senior management. Another goal was to HR organization. The structure and design increased the measurability of Human Resources procedures, among other things. This comprises simplicity, standardization, and cost-cutting measures. Last but not least, cost reductions and improvements in control and reporting procedures are being implemented. The HR divisions at these firm's structure. Expert teams and/or administrative departments make up the back office.

Expert teams are primarily concerned with remuneration and benefits, and/or recruitment. HR oversight, HR projects, and data management are all handled by separate Agricultural Companies. The HR Management Design, a newly developed function, represents the front office. The slight distinctions that exist within each organization describe his everyday workload. In other firms, it is more similar to the job of the Strategic Design; he may also act as an internal HR consultant. The ideal candidate for the post of HR Business Partners must possess the following characteristics well-organized, with a natural sense of authority.

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