

Role of HR Managers

- **Humanitarian Role:** Enhancement of Human & Non Human resources
- **Counsellor:** Consultations to employees about marital, health, mental, physical and career problems
- **Management:** Maximization of people to achieve organizational goal
- **Mediator:** Role of peacemaker. Resolving disputes, conflicts between individuals and groups.
- **Spokesman:** To represent of the company because he/she has better overall picture of his company's operations
- **Problem Solver:** Solving problems of overall human resource management and long-term organizational planning
- **Change Agent:** Introducing and implementing institutional changes and installing organizational development programs

HRM	Vs	HRD
The full term of HRM is Human Resource Management. It refers to how the principles of management can be applied to effectively manage the employees working in an organization.		The full term of HRD is Human Resource Development. It refers to continuous development functions that are implemented for improving upon the performance of those working in an organization.
HRM is basically a management function.		HRD is a sub-function of HRM.
The functions of HRM are reactive in nature and are usually applied for gaining specific organizational goals.		The functions of HRD are proactive in nature and have to be applied on a consistent basis to enhance the productivity of employees.
The objectives of HRM is related to improving the overall performance of employees.		HRD goals are usually connected with skills development, knowledge enhancement and increasing the competency of employees.