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*Editorial*

## Human resource management in the public sector

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### EDITORIAL NOTE

Human resource management is the most important strategy for dealing with the successful and effective management of individuals in a company or organisation to the point where they help the company gain a competitive advantage. Its goal is to improve employee performance in order to achieve a company's strategic goals. Human resource managers are largely concerned with human resource management within organisations, with a focus on policies and systems. HR departments are in charge of employee benefit programmes, employee recruitment, training and development, performance appraisal, and reward management, as well as pay and employee benefit systems. HR generalists or partners are an unanticipated facet of the industry. These HR professionals could work in a variety of capacities, including as labour relations advocates for unionised employees. HR is a product of the early twentieth-century human relations movement, which saw scholars recording strategies for building business esteem through strategic labour management. Transactional work, such as money and benefits associations, dominated it at first, but as a result of globalisation, company consolidation, technological advancements, and further evaluation, new recruiting comes at a significant cost, increasing the risk that another worker will not be able to adequately replace the previous representative. HR departments work hard to deliver advantages that entice employees, lowering the risk of losing employee engagement and psychological ownership.

The four core functions of human resource management are staffing, training and development, motivation, and upkeep.

Interviewing, applications, networking, and other methods are used to recruit and choose potential employees in the staffing process. HR managers must use recruitment tactics to implement initiatives and have a plan of action to present while recruiting. The next step is training and development, which involves a constant cycle of appropriately preparing and developing people. In this scenario, innovation is considered as critical to ensuring that representatives continue to be incredibly useful. Employee benefits, performance appraisals, and awards are all examples of this. Benefits, examinations, and incentives for providing the top applicants are effectively consolation prizes. Few businesses are globalising and organising more diverse groups. Human resources departments are in charge of making sure that different groups can work together and that people can communicate across cultures and borders. In addition to mobility management, particularly for expatriates, and merger and acquisition processes, the discipline may be involved. HR is typically considered as a business support function that helps to decrease costs and risk.

Most HR professionals deal with a lot of administrative work on a daily basis, from department transfer requests to confidential employee tax filings. Documentation of forms should be kept for a long time. Businesses can now save and retrieve documents in an electronic format that staff can access when needed, eliminating the need for physical records and freeing up office space. Data may also be accessed more quickly with HRIS, as documents can be opened in a matter of seconds. Because all of the information is in one place, specialists can review it rapidly across many locations.

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