

HUMAN RESOURCES PROFESSIONALS NEED TO KNOW THEIR VALUES AND BOUNDARIES

In mid career, a good human resources employee is found in operational human resources management or strategic **human resources management jobs**. The human resources professional makes a workplace easier and more dynamic by creatively managing both the needs of a company and the needs of company employees. Lay offs are part and parcel of those who work in human resources. In their daily work they have to execute lay-offs, and at the same time human resources employees, themselves, are usually the first to lose jobs once mass lay-off dramas are over with. The utility of human resources employees are felt by organizations only when the employer sees the number of employees to be growing and statutory requirements difficult to meet without **human resources professionals**. Sadly, the present and the past few years have seen companies too often shrinking their workforces rather than increasing them. Human resources has been one of the worst hit occupational sectors in the current economic downturn. However, things seem to be looking up a bit of recent and it is possible that the job market for human resources professionals will soon find its feet. It is always good to go over principles that allow a human resources employee to survive and thrive in a busy workplace. First, it is extremely important for a human resources professional to define his or her own core values and set the boundaries beyond which he or she should not travel either for a company employee or for the employer. Critical situations caused by futile attempts to maintain dual allegiance and remain on the good books of both employers and employees have ruined the careers of many human resources professionals. So, back to the basics: you need to define and set boundaries of your values and actions in a busy workplace. A human resources professional must be prepared in advance for situations and know when to yield and when and where to stand his/her ground. Most young and new people in human resources job are unsure of themselves and make mistakes early in their careers that haunt them through out work life. One must understand in human resources that you are expected to do your job and not expected to please everybody. Overdoing your act of humanity can make you lose your job, and nobody else but you are going to cry over it. Usually the person whose side you take against the management will forget you the minute you walk out of the office. Though exceptions remain, ingratitude is the general rule. However, this is why it is necessary to define your values as a human resources professional. Without defined value boundaries, too often human resources professionals face the choice between losing their jobs and losing their humanity. Such situations are more common in big offices than in small or medium businesses. Value conflicts are part of the job in human resources, so you need to:

- Know your own values
- Know your employer's priorities
- Align personal priorities with those of your company

A human resources professional needs to stay objective, focused and cool at all times. While there are many kinds of work in human resources, these are the main principles when it comes to surviving on-job ordeals in a responsible position. Today you might simply be the data analyst in the human resources department, but tomorrow it might become your job to advice. It is always good to know your values and boundaries.

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