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HUMAN RESOURCES MANAGEMENT PROFESSIONALISM IN AN ERA OF HUMAN RESOURCES MANAGEMENT EXCEPTIONALISM

Abstract:

In the current business world we find that the term human resource professional is used loosely by anybody functioning in this role, However, HR specialists are 'professional' because they demonstrate proficiency in doing their work. We see that a professional occupation such as medicine, accounting or law could, nonetheless, be defined as one that gives their members due to their association exclusive rights to practice their profession. Hence, a profession is not so much an occupation as a way to regulate and or legalize an occupation. Therefore, in its current state human resource management is clearly not matching up to this category.

This study adopts the notion that the required professional status as in the case of a professional occupation such as medicine can only be achieved through the establishment of inherent competencies in human resource management. The inherent competencies summarise the capabilities that are important across all jobs and that HR professionals need to poses in order to contribute to organisational success. At the same time, the importance of Core Competencies may vary according to the specific job duties and requirements. These inherent competencies help to promote a competency framework that could assist organisations in pursuing excellence of the company. This framework has been produced as a basis, which sets out the core competencies that are expected of all HR professionals. It also functions as a reference for HR Professionals and for their employers to help them focus on developing core HR competencies

Keywords:

Human Resources management. Professionalism, Occupation, Framework

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