

# **The implication of Human Resources Management on corporation revenues...(HRD as a sustainable development)**

Experienced human resources are the capital employers have always searched and endeavored to retain, via structured manners of which they can up-skill their careers and advance their potentials.

Entering the job market nowadays is becoming a growing challenge with the increased requirements of experience, specialized qualifications, and technological skills employers request from job seekers; here comes the necessity to develop capable and talented employees to supplement the labor market.

All over the world, occupational experience is the winning card to decent job opportunities, in that context-, the vital role of HR representatives applies to cover this role.

HR professionals deliver front-line assistance to the line managers and employees and mentor them on the organizations' objectives and priorities.

The mission of HR Officers begins with the recruitment stage to select the right person for the suitable position through job interviews to provide the proper structure for an integrated hierarchy.

In six months or a year of employees' work, HR managers start to prepare performance appraisals using various methods, such as surveys, questionnaires, practical tests, or possibly through a specific kind of interview.

The consequences of the performance assessment pave the way to determine the directions of the supportive phase, where HR professionals lead on people initiatives and play a key role in contributing to their development.

The performance results shed light on both the strengths and weaknesses of employees, where weaknesses (work gaps); are pursued and processed to be improved and filled by specific development mechanisms.

The weaknesses discovered in employees -despite their job description- are just an indicator to what extent Human Resource managers should adequately care for their staff by following training courses, interactive workshops, and apprenticeship programs that combine practical on-job training with off-job learning that fundamentally lead to advanced routes in employees' professions.

Concentrating on reinforcement the staff skills, upgrading sources of knowledge, and opening new gates to acquire expertise are some of the strategies applied to enhance staff performance.

Were coaching and development of the labor force are conducted correctly and effectively into private, public companies or non-governmental organizations, the outcomes of the development process would inevitably affect all the participated sides through the following points:

First: ever-lasting professional empowerment as interpersonal and long-life skills certainly lead to satisfied and knowledgeable employees, a crucial element in terms of employee retention.

Second: The impact of human resources development on the enterprise outweighs the expected perceptions, for short-term merits vary from a productive work environment that assists the application of innovative thoughts to a high professional reputation in the labor market, attracting more clients and investments. Furthermore, whether the outputs are services, technology affairs, software programs, or computer apps, positive results will be observed on product proficiency.

On the other hand, long-term advantages emphasize the reflection of higher levels of competitiveness among similar producers and agencies in the job market, which is an attraction for new stockholders to purchase or partake and simultaneously create an additional source of revenues.

Third: The development of human resources has always been a win-win situation, its effect extends beyond the supervisors of this process (the HR team), who are the earliest influencers, supporters, and change-makers, for it is a chance to demonstrate their leadership capabilities, exercise responsibility, autonomy, analysis, planning, execution and evaluation within broad parameters.

In conclusion, developing labor force qualifications, unlocking their potential, and using their real-world experience to achieve the professional accreditation employers look for, are the essence of the continuity and prosperity of any institutional work.

**My own words based on my experience  
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