**THE HR PROFESSIONAL**

**Learning Outcome 1: ACTIVITY 2**

**SMALL GROUP ACTIVITY**

**The role and contribution of the HR function**

**Aim:**

The aim of this activity is to develop an understanding of the broader role of the HR function.

**Objectives:**

* To identify the key functions and responsibilities of HR functions.
* To raise awareness of how HR functions are organised and structured.

**Task brief:**

The walls of the classroom will act as a “Talking Wall” – an area where we will place our thoughts and ideas on the role and contribution of the HR function.

On the walls are 4 flip chart pages (or other pieces of paper) with the following headings:

* Resourcing (including) recruitment
* Reward (including) benefits
* Relations (including communication)
* Learning and Development.

**Part 1**

Working as a group of three you are asked to visit each heading, in turn, and identify the various HR activities which you undertake within each area. As you progress around the flipchart sheets, you will probably find that a previous group has already added some of the activities you had thought of. There is no need to repeat these, and you should only add new activities.

**Part 2**

Your group will then be allocated one of the four areas of HR activity for your group to look at in detail. In your group you should discuss:

* Any activities that you don’t feel are part of HR’s remit?
* Are there any surprises?
* Which activities add most value to an organisation’s success and achievement of its business goals, and how do they do this?

Prepare to feedback your conclusions to the rest of the group.

**Time:**

You have 15 minutes for Part 1 and 30 minutes for Part 2.