



ចែករំលែកចំណេះដឹងនៃបទពិសោធន៍ SHARE EXPERIENCE KNOWLEDGE

បទពិសោធន៍នៃជំនាញ (Skill Experience)

ប្រធានបទសម្រាប់ចែករំលែក (Subject to be shared) : **Main roles of HR manager**
កាលបរិច្ឆេទនៃការចែករំលែក (Date of this sharing) : March 24, 2012
ចែករំលែកបទពិសោធន៍ដោយ (Experience shared by) : Mr Sieng Bouhoeurng

១. និយមន័យ (Definition)

The main roles of HR manager refer to the most important duties of main people being responsible for human resource management of an organization.

២. ដំណើរការប្រតិបត្តិ (Procedure)

The roles of HR manager are briefly detailed as the following.

- Strategic Partner: No any strategy is secreted with HR mangers, because HR managers need to know and understand to perform to get successful for their organizations, following the condition of the strategy.
- Change Agent: If any organization wants to change anything – organizational behavior, staff concept, plan, and etc – the main agents to be firstly considered to do this important job, are HR managers.
- Staff Championship: HR managers must try hardly to work with good and suitable result to be an outstanding and sample staff for others. By the way, HR manager must lead and change all staff to get the staff championship also.
- HR administrative affairs: It is the simple and regular work of HR manager; included: HR planning, recruitment, selection, orientation, training and development, performance appraisal and compensation.

៣. សេចក្តីសន្និដ្ឋាន (Conclusion)

I think this document is very important to any HR manager to get successful in present human resource management. This document is in English and very briefly, but it will be ok for any HR manager to read to improve more their endless experience with human resource.

ចំណេះដឹងនៃបទពិសោធន៍គ្មានព្រំដែន!