

1. What is HR business partnering?

In the HR business partner model, the human resource department participates in strategic planning to help the business meet present and future goals. Rather than concentrating entirely on HR duties such as payroll, benefits employee relations, HR departments seek to add value to the company by overlooking recruiting, training, advancement and placement of new and current employees. The business partner model relieves pressure from management to polish employee job skills for efficiency and productivity, as well as identifying, developing and tending key employees for advancement. This allows HR personnel to recognize strengths, which they may then further develop to place employees more effectively, and weaknesses, which they may correct with further job skill training or disciplinary action. If the HR department is already overworked with everyday employee relation issues, there may not be adequate time and personnel to devote to partnering with the business for additional functions.

The business partner model requires HR to be involved in almost every aspect of the business, including production statistics, financial status and sales projections. In theory, the HR business partner model is designed to positively impact the business on all levels over time. By being involved in the recruiting process, HR is able to more carefully screen and choose individuals best suited for the jobs. In the training and development process, HR is able to pinpoint which employees need particular training and ensure that it is carried out. The primary reason that companies consider and implement the HR business model is change. Whether to grow the business or to make it more competitive, productive, efficient, or to solve problems, change in the business standard is often necessary.

The HR business model handles the changes and improvements. Proponents of the model recognize that the personal success and job satisfaction of the individual is one of the keys to business success, and a well-run HR partner model is ideally suited to focus on both the needs of the individual and the company. Businesses considering the HR business partner model need to consider the specialized nature of different model aspects, and hire, train or outsource HR specialists. Expecting a one-person HR office to handle generalist duties on top of recruiting, interviewing, training, reviews and strategic planning will result in frustration and possible program failure for all involved. The HR business partner model requires a conscious decision to change and the hiring of a sufficient force of specialized HR talent to see it through.

2.1 Why companies implement the business partner model?

When a company start with a business problem, generally, it don't start with a model. The model is the solution, not the diagnostic. The diagnostic will start somewhere else. Then look at company's organisational solution. Look at what a company is trying to achieve with the business and then work out how it will do it. This may turn out to look like the business partner model or a variant of it.

2.2 Implementing the HRBP model

Whether a business is a start-up or already well established, business implementation becomes the responsibility of all the employees. Implementation is the process of executing a plan or policy so that a concept becomes a reality. To implement a plan properly, managers should communicate clear goals and expectations, and supply employees with the resources