



AFOA CANADA

Building a Community of Professionals

THE ROLE OF HUMAN RESOURCES

*in Workplace
Culture*

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WORKPLACE CULTURE

Describes the character of an organization including the values, attitudes and traditions its employees hold. It also includes the behaviours, norms, and social interactions that you encounter in a workplace which have a significant impact on modernization, efficiency and growth, and employee wellbeing.

ROLE OF HR IN WORKPLACE CULTURE

CULTURE CURATOR

- Stimulator and keeper of the culture of the organization, collaborating with leaders to transform the culture vision into tangible actions and products through the development of policy, procedures, processes, training, and practices like recruitment and onboarding, processes that select specific people and shape how they understand the organization and their role to contribute to it.

MODEL OF BEHAVIOUR

- HR contributes to the legacy of shared values and customs of the organization by demonstrating the cultural norms that are desired by other departments, and employees, including values and attitudes about inclusivity, respect and dignity, connectedness, ethical conduct, objectivity and fairness.

RECRUITING AND RETAINING TALENT

- as mentioned above, HR plays a critical role in the attraction and selection of future contributors to the organizational culture and success. Fostering a positive workplace culture makes attraction and retention efforts much easier by enhancing employee satisfaction and engagement within.

CARETAKER

- HR often has an ear to the ground, listening to employee concerns, challenges, and desires. The nature of the department/role is its involvement in employee relations and labour disputes, wellness programming and engagement efforts, which means that HR has its finger on the pulse of what is important to employees and leadership alike. HR becomes acutely aware of gaps in alignment of those values, and uses influence and expertise to identify opportunities to build bridges that keep workplace culture strong and morale high. HR plays a significant role in fostering open communication, trust and transparency, and facilitating connection between employer and employee, as well as in employee relations.

SUMMARY

HR collaborates with leadership advocating for both organizational and employee needs alike, articulates and role-models desired behaviours linked to organizational purpose and values, attracts talent, and actively contributes to shaping workplace culture in day-to-day HR practices.