

Human Resource Management

Name

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### Human Resource Management

A corporation's human resource management is quite necessary because it is responsible for recruiting, managing, and overseeing the welfare of the company's employees. Additionally, the human resources department has the responsibility of ensuring desirable working conditions at work for employees. This paper analyzes the various roles and responsibilities of the human resources department and a critical case study analysis will be adopted.

In the case study, Bill Hurley, chief animal officer at Sea World made unsuitable remarks when an Orca killed a trainer at there. Bill made a statement after the Sea World trainer's death about some jobs being inherently dangerous, such as driving a race car. Some people felt that Bill's comment was inappropriate because it showed the company had no empathy for the employee who died while on duty.

Human resource departments are obligated to company employees, particularly when employees are on duty. Moreover, employees should not accept risking their lives for their jobs, unless it is absolutely necessary (Marchington & Wilkinson, 2005). Accepting death as a risk factor at work should be limited to law enforcement officials and other careers such as this that fall into similar categories.

Yet, in the event of someone's death occurring at his or her place of employment, such as with the incident at Sea World, the human resource department should show concern and reassure employees, and other concerned parties, through appropriate action and statements. As well as showing concern, the employer should ensure that employees work under proper working conditions while on the job, by ensuring worker safety to the greatest extent possible.

Additionally, the employer should educate employees on how to avoid hazards in the workplace (Marchington & Wilkinson, 2005).

To understand the human resources department's roles and the responsibilities, it is essential to understand how the human resources department can mitigate the number of deaths in the workplace for dangerous positions. One of the most significant factors that human resource management should consider is having properly trained, experienced employees. This is crucial because properly trained employees will have the necessary skills to enable them to handle dangerous situations while at work (Schuler & Susan, 2007).

In addition to employing skilled employees, however, human resources should establish programs that refresh employee skills as well as add more value to their skills. This progressive solution could sustain safety in the workplace and is one of the best solutions that can be implemented at Sea World.

However, in case a fatal accident does happen, the human resources department is obligated to the workers and families of the deceased. The human resources department at Sea World could have undertaken a measure of taking care of the employee's funeral arrangements. In addition, Sea World could have issued a statement reassuring Sea World employees. In addition, the human resources department should work out a long-term strategy to ensure that another incident such as this one will not happen again.

In addition, the company should have ensured the surrounding areas were secure around the pool for other workers. This would have ensured the whale did not have access to the trainers, and thus protecting them from harm. Additionally, the trainers should have additional training on how to handle the animals at Sea World.

In conclusion, the human resources department has a host of responsibilities toward its employees to have a safe place in which to work. Human resource managers must take control of their work places and the responsibility of safety for their employees. These actions will help improve safety for workers while on the job.

References

Marchington, M. & Wilkinson, A. (2005). *Human resource management at work: people management and development*. London: CIPD publishers.

Schuler, R. S. & Susan, E. J. (2007) *Strategic human resource management*. New Jersey: Wiley Black Well publishers.