

# INTERVIEW WITH ROBERT SMITH

This interview was conducted in order to get a better understanding of the Human Resource department at Robert's company and also some further information about Human Resources.

## **Question 1**

*Do you believe a Human Resource manager percusses certain qualities in order to perform their job?* I do believe that in order to become a successful human resource manager you must be confident within yourself and also have the qualities of determination, initiative, work ethic, motivation and also communication.

## **Question 2**

*Within your job what challenges you the most?* Throughout my experience as a HR manager I have most certainly experienced many challenges along the way. The hardest thing for me has being dealing with difficult situations with the staff of the company. There have being many occasions that staff have lost their job for reasons which I feel is unfair. The workload can also be very challenging at times and I often bring work home to do within my own time.

## **Question 3**

*As a HR manager what responsibilities do you have?* My main responsibilities include overseeing department functions and managing employees. I also am involved with Compensation and Benefits, Training and Development, Employee Relations and Recruitment and Selection.

## **Question 4**

*Did go through other jobs in order to get to where you are?* Yes, in my experience I have put a lot of hard work in, to get to where I am today. I have had various jobs which have lead to where I am today, and I believe that if I didn't start from the bottom I would not be the person I am today.

## **Question 5**

*What qualifications do you need to be a HR manager?* Once I finished school I was very motivated to get straight into uni in order to receive my degree. The degree which I studied was a bachelor of events and with this I was able to apply for the position of an HR manager.