

Effective Communication in Human Resources Management

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Abstract

This paper reviews effective communication as an important tool in human resources management because of its critical role in the survival management, competitiveness and the development of organizations. This paper using descriptive research method analyzed related literatures and then discovered that managing human resources could be problematic if effective communication and channels of information are not observed and respected. The study further x-rayed the important position, roles and functions of effective communication in human resources management in an organization and the relationship between human resources management, communication and organizational performance. It concludes that effective communication results in employee motivation, positive human relations as well as creates an environment in which the worker can feel respected and valued. It recommends among others the adoption of result communication principle as a panacea that can help organization improve their HR communication. The paper is useful in assisting researchers and practitioners of human resources management to attain improved productivity through the understanding of the practices of good communication in human resources management

Keywords: Effective communication, barriers, human resource, productivity and growth.

Introduction

Given the accelerated rate of turbulence in the business environment, maintaining good and effective communication as a human resource strategy remain critical to building industrial harmony, where employees are highly motivated to keep the organization competitive through increased productivity and sustained growth Chukwuka (2015). Equally, the cost of communication has been drastically reduced with the advent of technological advancement therefore using the right communication approaches will drive positive outcome to the benefit of the organization.

It is against this background that Suparna (2017) argue that robust conversation is essential to any group's success - whether or not it is a small operation or a multinational corporation. Potent verbal exchange is a valuable point for human useful resource leaders. Martin et al (2011) states that every employee and manager believe that communication is essential to the success of any company. Employees and managers should be prepared to examine and solve problems that will lead to growth and development of the organization. Hence, Chukwuka (2015) argue that low

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Ying-Ying Zheng



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