

THE HUMAN RESOURCES: As God meant it

Human resources, is a term used to describe the individuals who make up the workforce of an organisation. Human resources work to build and sustain the organisation based on set objectives and for the purpose of accomplishing specified goals. The human resource is an embodiment of competences, knowledge and personality attributes that enables the performance of the work in order to produce economic value. People are therefore believed generally to be the most important asset in an organisation. They work at every level of the organisation and the cumulative effort of the human resources determines the viability and status of the business.

Work simply defined is being engaged in physical or mental activity in order to achieve a purpose. It refers to activities we carry out in our homes, employments, businesses, communities and the church to produce results. Work is a requirement of God for every man and woman. ***“Six days you shall work, but on the seventh, you shall rest,”*** Exodus 20:9. And not only does God require us to work six out of seven days, He is very keen on how we do our work too. He therefore enjoins, ***“whatever you do, do it all to the glory of God”*** (1 Cor. 10:31).

Therefore, when we ask God to bless the work of our hands, we are asking Him not only to grant us reward for our work but more importantly to help us work diligently and with integrity in a way that brings glory to His name.

Surveys show that many people feel dissatisfied with one or another aspect of their working lives. Lack of satisfaction may be as a result of too little free time, too little reward, or work that bores and frustrates the worker. This is true regardless of where you find yourself in the globe. Work can be dissatisfying for a range of reasons. It could be that one is in ‘the wrong profession’ or the reward for the work is not commensurate with the effort exerted in doing the work. Reward is not always in monetary terms, particularly for the work performed at home for which appreciation is a key reward. Dissatisfaction or lack of fulfilment creeps in if for instance the work performed by the individual is in conflict with the person’s natural traits and talents or not adequately rewarded in terms of pay and appreciation.

When we ask God to bless the work of our hands, we are confident because He gave us assurance of His generosity in Luke 11:13, ***“As bad as you are, you know how to give good things to your children. How much more, then, will the Father in heaven give the Holy Spirit to those who ask him!”*** Blessing the work of our hands includes giving us the ability to see God’s purpose and will in the work we do, so that we have the innate satisfaction of being in the right job, right profession and right environment. This way, we will in every work we do, be able to ***“Serve wholeheartedly, as if you were serving the Lord.”*** (Eph. 6:7).

Competency is a requirement for every form of work. A housewife who cooks the meals and takes care of her home, performs work and the skill she applies, though often acquired informally from her parents (especially her mother), may also be as result of formal training in cookery and house-keeping. By the same token, an engineer who designs and builds aeroplane performs work based on skill acquired through formal education, professional certification and experience. Regardless of how the skill is acquired, what is important is that the skill must be there for work to produce value.

Skill and character acquired through education, apprenticeship and experience are what make the human **a resource**. Skill is the ability that comes from knowledge, practice and aptitude. It goes with expertise and dexterity in performance. Competency and skill confer the quality of being adequately or well qualified physically and intellectually to perform an activity that produces value.

Have you experienced the difference between a plate of salad and a plate of leaves? The same raw material, different produce – competency, skill!

Building Competency

Competence being the driving force at every level of the work we perform, how then do we ensure that we are sufficiently endowed with it, for our work? Consider the following:

- At the very early stage when preparing for tertiary education, identify not only the subjects you excel in and the program of course they will lead to,

but consider your personal attributes and the activities you have innate satisfaction in performing. The combination of all these should determine your career path

- The same applies to those who are not going through formal education. You too must determine what you are good at and then seek out those with expertise in the field and obtain training from them as an apprentice or a trainee employee
- Avoid taking up a course of study or training because it is the only one available at the time. The mentality of going for second or third best, is most likely to undermine the optimal acquisition of competence
- Change is constant; hence, one thing we know for sure is that the way we do things today will change with time. For this reason, your skill needs regular updating through training and literature. Competency is tied to learning and according to a Chinese proverb **‘Learning is like rowing upstream: not to advance is to drop back’**.
- As you progress – whether as an employee or as a business owner – attend management training regularly as well. This will complement your core competency in the execution of your work.

Conclusion

In his book, Ancient Wisdom for Modern Business, Bob Briner teaches management competency based on the organisation Jesus applied in building the greatest entrepreneur on earth, the Church. The following distinguishes the church in comparison to any organisation that man has built:

- Longevity – Two Thousand years and counting
- Wealth – Beyond calculation in all dimensions
- Number – Beyond counting
- Loyalty – Many have given their lives for it
- Distribution – Worldwide

- Diversification – Integrated into most other businesses.

While on earth, in the form of man, Jesus Christ communed constantly with the Father in prayer as He carried out His work. To be distinguished **Human Resources**, we too must pray as we work. **Lord, Bless the Work of our Hands!**

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