Abstract

Purpose
The purpose of this article is to analyse the extent to which the CIPD's professional project can be successfully realised.

Design/methodology/approach
The study is based on a two-fold literature review that analyses the professional project with reference to nascent professions. This review is then applied to the CIPD's qualification scheme through a documentary analysis of four key components of it.

Findings
Analysis suggests that whilst a high degree of professional closure has been achieved, the concomitant rise in professional and organisational status sought by the CIPD has not and is unlikely to do so in the future.

Research limitations/implications
Whilst the arguments presented need further empirical study, our analysis suggests that the policy aims and initiatives advanced by the CIPD do not eradicate the tensions and ambiguities that have long characterised personnel roles.

Practical implications
This analysis questions whether the CIPD's professional standards are yielding the business skills and knowledge needed to be an effective business partner; seeing the advent of individual chartered status as an implicit recognition of the standards inadequacies in equipping its students appropriately.

Originality/value
The paper contributes to knowledge in two areas: firstly, the difficulties faced by emergent professions in a wider political economy that has witnessed the erosion of professional power. Secondly, that the ambiguities faced when managing people in a capitalist market economy will not be resolved by recourse to the unitarist and managerial approaches seen in the CIPD's professional programme.

Keywords
Professional qualifications Standards

Citation

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Personnel management has professional significance since it provides healthy working environment and promotes team-work amongst the people at work. Personnel management has direct significance for the organization since it helps in accomplishing its goals. Individuals in the organization also realize the importance of personnel management since it facilitates their own growth and development and provides them maximum satisfaction in relation to work performance. Personnel management is responsible for all administrative and routine tasks within human resource management. Here are their tasks, functions, and goals. The data can usually be taken from the personnel file. Personnel information systems are becoming increasingly important in this context.

Handling processes: Employees are hired, transferred, promoted, or leave the company. Personnel management is responsible for the handling of these processes. Employee registration: In addition to registering the employee with the relevant authorities, it’s also the personnel management’s task to register the employee's wages with the tax office, social security office, and insurance company (if applicable). For the manager of any company, the most important aspect remains the technical and professional part of the work. When these features are complemented by other responsibilities, such as working on professional development, it can harm the main work of the manager. At the same time, the executives of the company in UAE or other country must always encourage the professional growth and development of the personnel. The importance of this work is due to the following factors: Working with human resources is a way to positively influence, develop and support personnel. Often, most of the complica Gilmore, S. and Williams, S. (2007), "Conceptualising the "personnel professional": A critical analysis of the Chartered Institute of Personnel and Development's professional qualification scheme", Personnel Review, Vol. 36 No. 3, pp. 398-414. https://doi.org/10.1108/00483480710731347. Download as .RIS. Publisher: Emerald Group Publishing Limited. Copyright © 2007, Emerald Group Publishing Limited. Please note you do not have access to teaching notes. You may be able to access teaching notes by logging in via Shibboleth, Open Athens or with your Emerald Account. Tiffany O'Shaughnessy, Assistant Professor, San Francisco, Clinical Counseling MA Program & Theodore Burns, Associate Professor and Program Director, Los Angeles, Clinical PhD Program had a wonderful paper published, "Conceptualizing a Path to Professional Wellness for Women Early Career Psychologists" in the Women & Therapy Journal Volume 37, Issue 1-2, 2014 Special Issue: Training Feminist Therapists: Ideas, Innovations, Interventions. Abstract The process of career adjustment for women early career psychologists (ECPs) has received inadequate empirical and theoretical...