

## **IDENTIFYING THE ROLE OF HRD SPECIALIST TO FACILITATE CHANGE MANAGEMENT IN PRIVATE SCHOOLS**

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### **Abstract**

This study aims to identify the role of HRD specialist to facilitate the change process in private schools in Al-Khobar in Saudi Arabia. This role was under discussion for a long time, which resulted in spreading two different philosophies that illustrate the perception of HRD role in this field. The first philosophy focuses on the role of HRD specialist as a tool for the senior management in doing his/her work in HR field. On the other hand, the second philosophy focuses on the role of HRD specialist as a main component, which he / she leads the process of change facilitate. I have decided that leadership of HRD in the change process requires practice specific assignments that were recommended in this study to encourage the involvement in change and achieve their goal. This study recommends designing a manual for HRD specialist as a main component in the change process to facilitate this process, via using document analysis, observation, and interviews as research tools which introduce to the organizations on employees' role in HR managements, and provides an overview of the previous studies and compare with reality through qualitative approach. There are no specific findings in this paper. The purpose is to highlight this issue in organizations that suffer from change management. It can be applied in each organization to facilitate the role of employees and achieve the vision of their organizations. This paper brings a deepened understanding of the role of HR division in organization. The researcher contributed to identify the specific role of this division and modify a job description of these employees.

**Keywords:** HRD Specialist, Change Management, Organizational Change, Strategic HR Management, Competencies, Negotiation, Consultation, Job Description.

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