

**HUMAN RESOURCE MANAGERS IN ICELAND, DIFFERENT DUTIES AFTER THE ECONOMIC
COLLAPSE**

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ABSTRACT

This study provides information on how various aspects of the role of human resource managers in Iceland has shifted in emphasis following the economic collapse. Qualitative methods were used to identify these changes. Eight human resource managers from eight organizations were interviewed. The findings of this study suggests that considerable changes have occurred in the function and duties of human resource managers following the economic collapse. All participants believed changes to have occurred in their job, and a majority had taken on other duties within the organization in addition to that of human resource manager. The emphasis appears to have shifted from traditional HR tasks such as recruitment and selection, management of education and training programs, performance appraisal, career development, employment relations, workplace audit and strategy planning to primarily involving layoffs and their consequences as well as task regarding cost cutting, crisis management, change management, counselling, consultancy and restructuring.

Keywords: *HR Managers Role, Economic Collapse, Recession Strategy, Change.*