
William R Tracey

Line Manager Responsibility for HRD. Human resource activities, including training, have always been a part of a line manager's job, according to Papalexandris and Panayotopoulou (2005; p282). Moreover, Beattie (2006) found differences between line managers' and human resource specialists' perspectives on five aspects: understanding and ownership of the company's service and HR strategy; line manager involvement in and rankings of HR activities; HR specialists' support of line managers; barriers to line managers' involvement in HR activities; and the competence of line managers in HR activities.