

HRM

What Is Human Resource Management?

- Human Resource Management (HRM) is the function within an organization that focuses on recruitment of, management of, and providing direction for the people who work in the organization..
- Human Resource Management is the organizational function that deals with issues related to people such as compensation, hiring, performance management, organization development, safety, wellness, benefits, employee motivation, communication, administration, and training.

- Human Resource Management is also a strategic and comprehensive approach to managing people and the workplace culture and environment.
- Effective HRM enables employees to contribute effectively and productively to the overall company direction and the accomplishment of the organization's goals and objectives.
- Human resource management attracts, develops, and maintains a talented workforce.

Basic Responsibilities of Human Resource Management

1. Attract a quality workforce—human resource planning, recruitment, and selection.
2. Develop a quality workforce—employee orientation, training, performance appraisal.
3. Maintain a quality workforce—retention and career development.

What is Human Resource Management?

- Basic Definition 'managing the employment relationship' (Tyson, 1987)
- Employees are the most important asset of the organization

Key Functions :

- Key Functions Human Resource Planning Recruitment & Selection Compensation & Benefits Performance Appraisals Training & Development

HRM

- **HRM is concerned with the people's dimension in the organization**
- **Facilitating the competencies and retention of skilled force**
- **Developing management systems that promote commitment**
- **Developing practices that foster team work**
- **Making employees feel valued and rewarded.**

Definition

- **HRM refers to acquisition, retention, motivation and maintenance of Human Resources in an organization.**
- **HRM is the planning, organising, directing & controlling of the procurement, development, compensation integration, maintenance and separation of human resources to the end that individual, organizational and social objectives are accomplished.**

Features of HRM

- Managing people
- People-oriented process
- Develops employees potential
- Internal part of organisation
- Continuous Activity
- Securing employee co-operation
- Future oriented
- Challenging activity

Functions

- Procurement of manpower
- Facilitating the retention of skilled and competent employees
- Building the competencies by facilitating continuous learning and development
- Developing practices that foster team work and flexibility
- Making the employees feel that they are valued and rewarded for their contribution
- Developing management practices that endanger high commitment
- Facilitating management of work force diversity and availability of equal opportunities to all.

Scope of HRM



- Very Vast
 - Covers all major activities in the working life of a worker
- from the time an individual enters into an organization until he or she leaves comes under the purview of HRM

Role of HR Managers in the changing Business Environment

- Related to procurement & development of manpower
- Relating to provision of welfare facilities
- Relating to manpower management
- Relating information collection, storage regarding manpower in the co.
- Relating to expansion. Modernization, labour participation & secure co-operation of employees (Trade Unions)