

Human Resource Management



By : Ms. Rutuja Budhe

Concept of HRM:

- ▶ HRM refer to the philosophy, policies procedures, and practice related to the management of people within an organization.



Definition:

- ▶ HRM is the planning, organizing, directing and 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

iEduNote.com

HRM is an art and a science

HRM is pervasive

HRM is a process

HRM is a continuous process

HRM is a service function

HRM must be regulation-friendly

HRM is Interdisciplinary and fast changing

HRM is Focused on results

HRM is People-centered

Human Relations Philosophy

HRM is an Integrated Concept

HRM Develops Team Spirit

Objectives Of HRM:



- ▶ **Societal Objectives:** HRM is essential to comply with the laws of the society such as labour law or reservation system. It is obligatory for any organization to fulfil its ethical and social responsibilities which can be done only through HRM.
- ▶ **Organizational Objectives:** In an organization, human resource management is not an independent unit, but it is a department which aims at facilitating the other departments of the organization to function smoothly.
- ▶ **Functional Objectives:** HRM ensures that every department is supplemented with the employees possessing the required set of skills and talent, at the desired cost. It also provides for the optimum utilization of the human capital.
- ▶ **Personal Objectives:** To ensure employee's long-term association with the organization and to enhance employee's commitment and contribution towards the organization, HRM helps the employees to reach their personal goals.

Importance of Human Resource Management

Fulfil the Human Resource Requirement

Employee Retention

Enhance the Quality of Work Life

Redressing Grievance and Conflict

Achieving Organizational Goals

Long-term Existence in the Market

Developing Team Spirit and Feeling of Belongingness

Employee Satisfaction and Welfare

- ▶ **Fulfil the Human Resource Requirement:** Human resource management fills in the gap between the vacancies in the organization and the suitable candidates for such positions.
- ▶ **Employee Retention:** HRM not only functions to acquire the manpower but also concentrates on the maintenance and retention of the human capital.
- ▶ **Enhance the Quality of Work Life:** It focuses on the continuous enhancement of the job facilities, hence improving the quality of employee's work life.
- ▶ **Redressing Grievance and Conflict:** HRM addresses the problems among employees or with the management since it is essential for any organization to resolve its internal conflicts and grievances to ensure a sound and co-operative work environment.

- ▶ **Achieving Organizational Goals:** To reach the set objectives and targets on time, it is necessary to direct the employee's efforts towards the organizational goals.
- ▶ **Long-term Existence in the Market:** As we all know that employees are the inevitable part of any organization, therefore to survive in the competition, it is imperative that the organization brings HRM into functioning.
- ▶ **Developing Team Spirit and Feeling of Belongingness:** It brings together the different employees as a team to accomplish the goals of the organization. HRM also make the employees feel valuable to the organization.
- ▶ **Employee Satisfaction and Welfare:** HRM works for the welfare, safety and security of the organization. It is majorly concerned about the level of satisfaction derived by an employee from his job.

**Challenges
of Human
Resource
Management**

Growing Employee Expectations

Growing Size of Workforce


Emergence of New Technology

Internal Politics

Human Psychology

Changes in Law and Regulations

Maintenance of Human Relations

- ▶ **Growing Employee Expectations:** With the learning of new skills and better qualification, the employee's expectations keep on increasing, and at times it is difficult for managers to meet such high expectations.
 - ▶ **Growing Size of Workforce:** With the growth of any organization, the workload increases and the number of employees also multiply. This leads to the excessive workload on the human resource manager and the HR team.
 - ▶ **The Emergence of New Technology:** The technological advancement has though simplified the business process but has emerged as a challenge in front of the managers to either provide training to their old staff or seek for the new talent.
- 

- ▶ **Internal Politics:** Sometimes, the human resource manager has to face situations where employees either mislead or influence other employees to restrict them from performing their task.
- ▶ **Human Psychology:** HRM somehow deals with human psychology and its impact on the business which is a complex system and unlike the problems related to other physical resources and assets, have no particular solution.
- ▶ **Changes in Law and Regulations:** To safeguard the interest of employees, government bring in specific rules and regulations which have to be followed by organizations.
- ▶ **Maintenance of Human Relations:** A human resource manager not only acts as a mediator between the management and the employees but also tries to maintain a cordial relationship among the two.

Thank You