

HUMAN RESOURCE MANAGEMENT



Personnel, People at work, Manpower, Staff,
employees

WHAT IS HUMAN RESOURCE MANAGEMENT?

Definition

- Human resource management can be defined as
 - “employing people, developing their resource, utilizing maintaining and compensating their services in tune with the job and organizational requirements”



WHAT ARE THE IMPORTANCE OF HRM ?

Importance of HRM

**GOOD HR
PRACTICES HELPS**

1. Attract & retain talent
2. Train people for challenging roles
3. Develop skills & competencies
4. Promote team spirit
5. Develop loyalty & commitment
6. Increase productivity & profits
7. Improve job satisfaction
8. Enhance standard of living
9. Generate employment opportunity
10. Greater trust & respect



WHAT ARE THE SCOPE OF HRM ?

Scope(capacity) of HRM



1. Human resource planning-fill various position
2. Recruitment & Selection- develop a pool(team) of candidates
3. Job Design: define task, assign authority & responsibility
4. Training & Development- helps in developing key competencies
5. Appraisal of performance-systematic assessment & evaluation of workforce
6. Motivation of workforce- develop enthusiastic workforce
7. Remuneration of employees-focuses on fair, consistent & equitable compensation
8. Social security & Welfare of employees-working conditions, transport, medical assistance etc
9. Review & audit of personnel policies- ensures reliable HR policies
10. Industrial labour relation- ensures healthy union mg relationship e.g.: settlement of dispute



WHAT ARE THE OBJECTIVES OF HRM ?



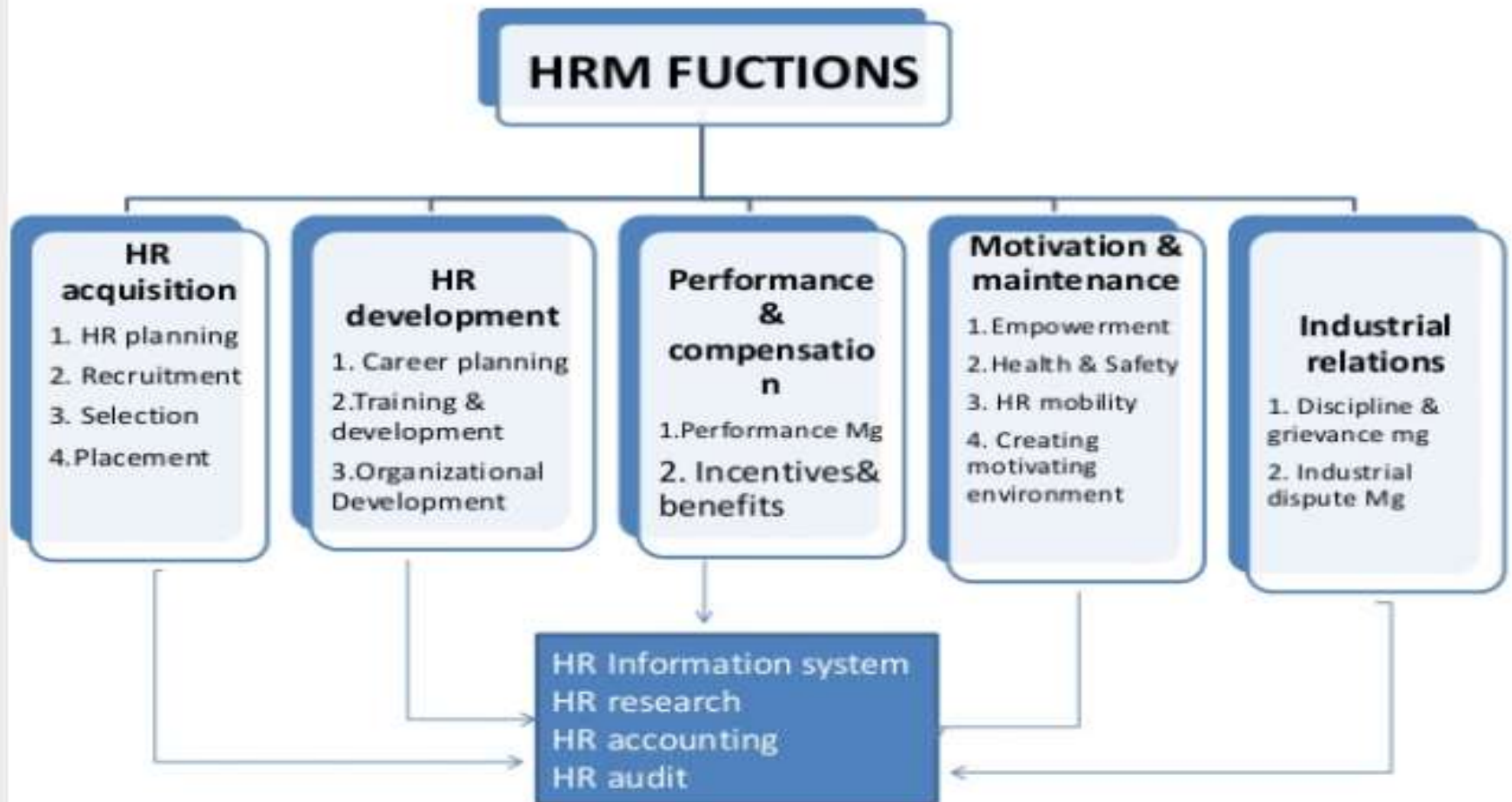
Objectives of HRM



1. To help the organization reach its goal
2. To employ the skills and abilities of the workforce efficiently
3. To provide the organization with well trained & well motivated employees
4. To increase employees job satisfaction and self actualization (stimulate employees to realize their potential)
5. To develop & maintain a quality of work life.
6. To communicate HR policies to all employees.
7. To be ethically & socially responsive to the needs of the society(ensuring compliance with legal & ethical standards)
8. To provide an opportunity for expression & voice in management
9. To provide fair, acceptable & efficient leadership
10. To establish sound organizational structure & desirable working relationships.



WHAT ARE THE FUNCTIONS OF HRM ?



HRD's Main Purpose

- Improve morale and motivation through empowerment and developing potential
- Improve competitiveness through better productivity , quality consciousness , cost control , system discipline and excellence the way the things are done
- Bring about teamwork and commitment
- Foster participation of employee in organization's strategic intent

Role of HRD

- Planning
- Staffing
- Appraising and compensating
- Training and development
- Employee relations
- Organizational Environment

Role of an HRD Manager

- A searcher on a voyage of discovery
- Researcher to bring in best practices
- In-sight based person
- Strategic planner to be a co-partner with management
- Agent of change
- Counselor
- Advisor
- Developer

Thank You !!!
From,
Prof. Sakshi Shivhare