Human Resource Management trends and Approaches

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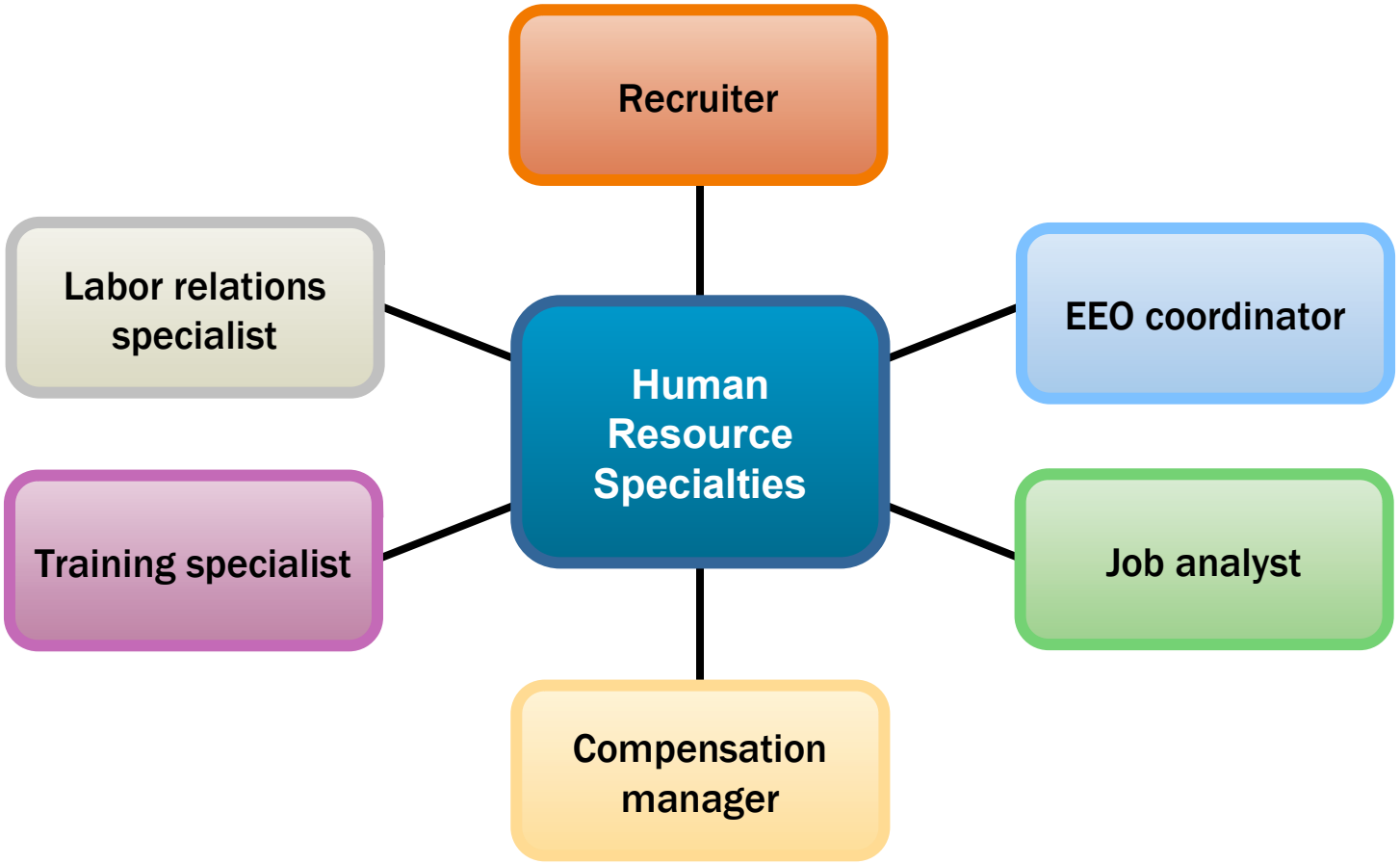
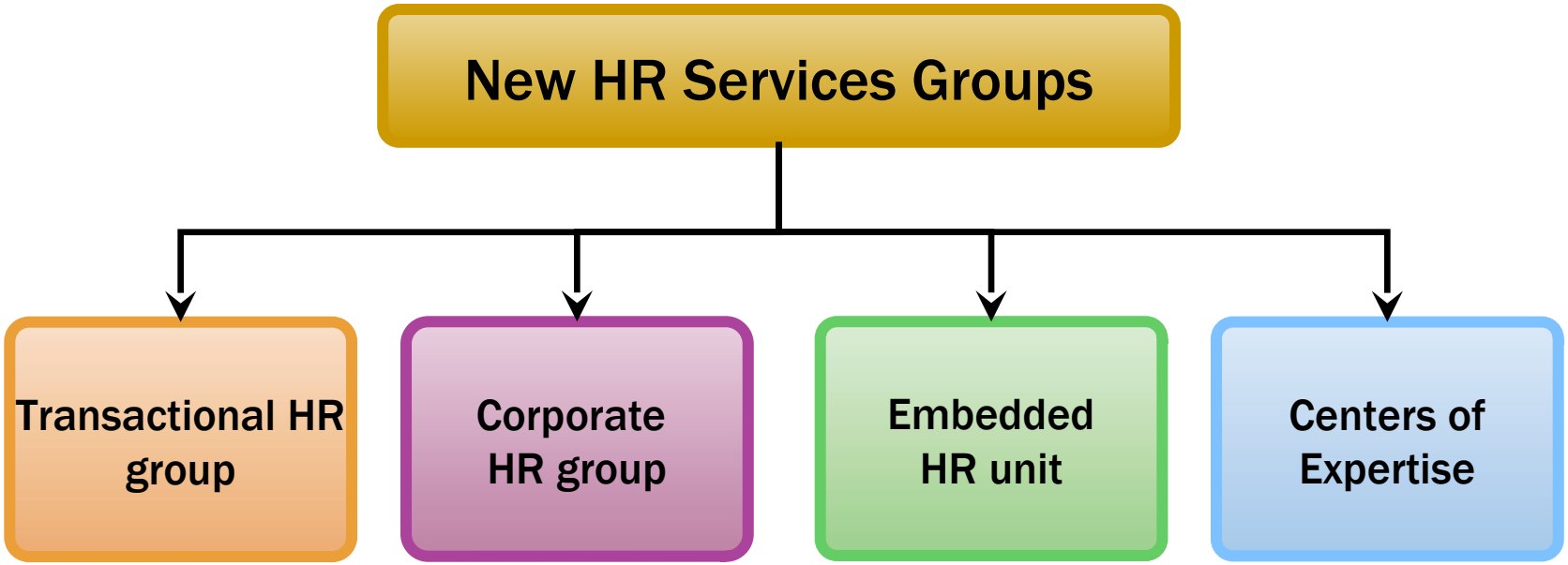
Human Resource Management at Work

- What Is Human Resource Management (HRM)?
  - The process of acquiring, training, appraising, and compensating employees, and of attending to their labor relations, health and safety, and fairness concerns.
- Organization
  - People with formally assigned roles who work together to achieve the organization's goals.
- Manager
  - The person responsible for accomplishing the organization's goals, and who does so by managing the efforts of the organization's people.

Human Resource Specialties

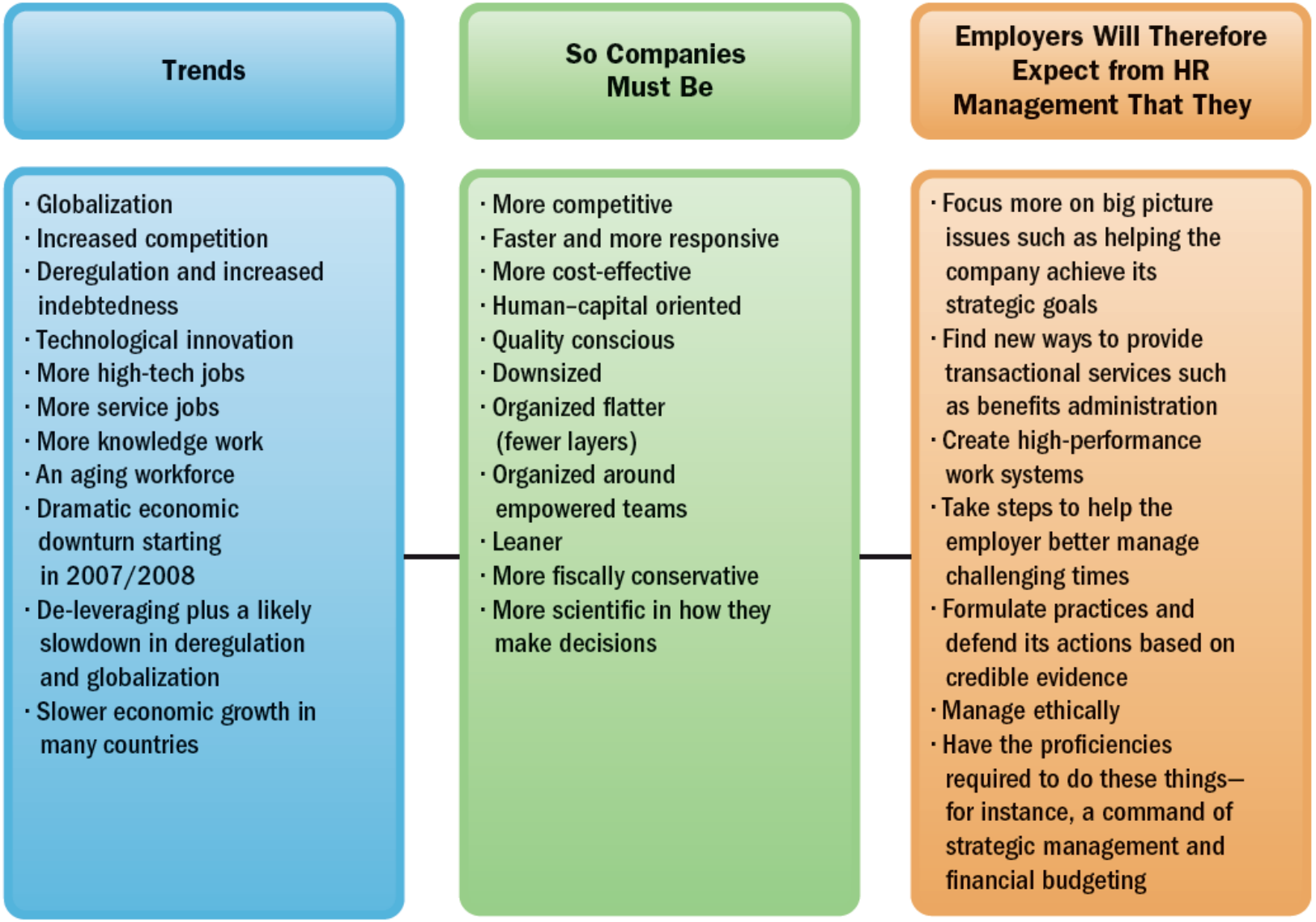


New Approaches to Organizing HR

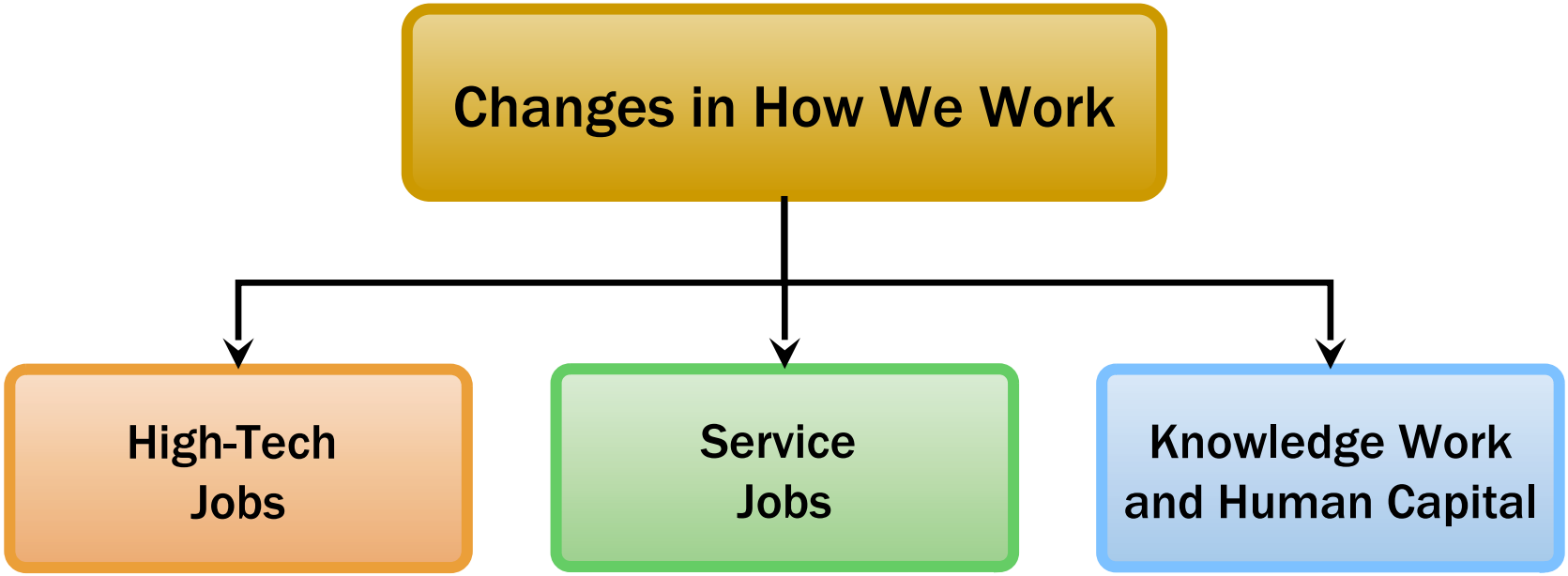


Trends Shaping Human Resource Management

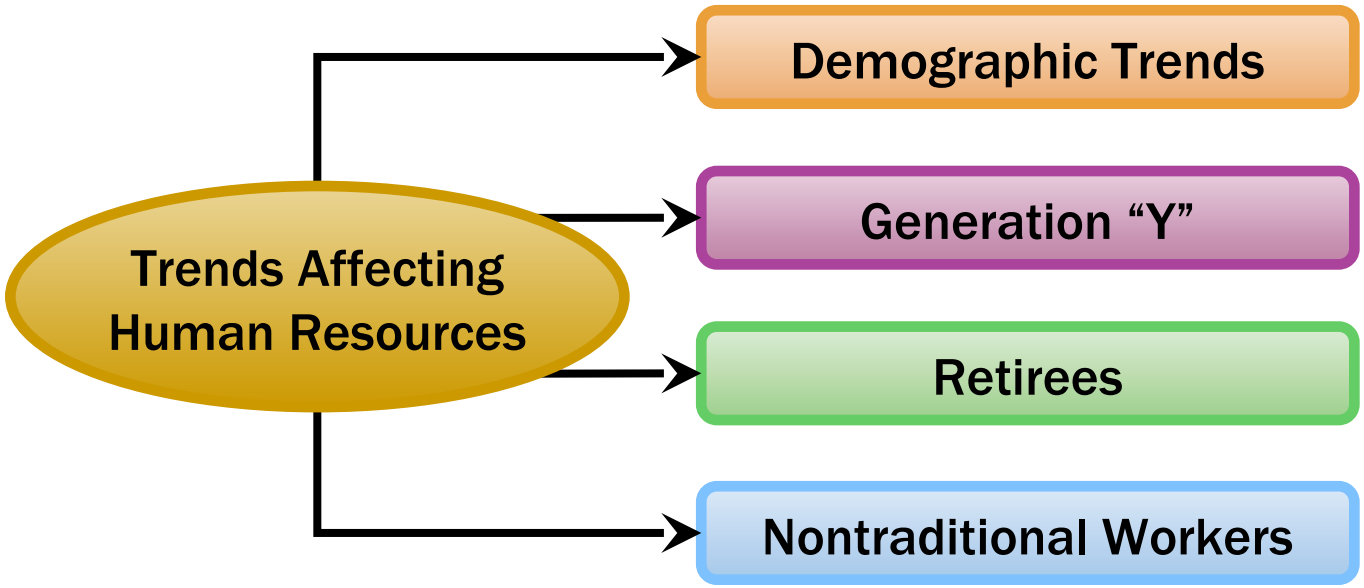
FIGURE 1–4 Trends Shaping Human Resource Management



Trends in the Nature of Work



Workforce and Demographic Trends



Important Trends in HRM

Meeting Today's HRM Challenges

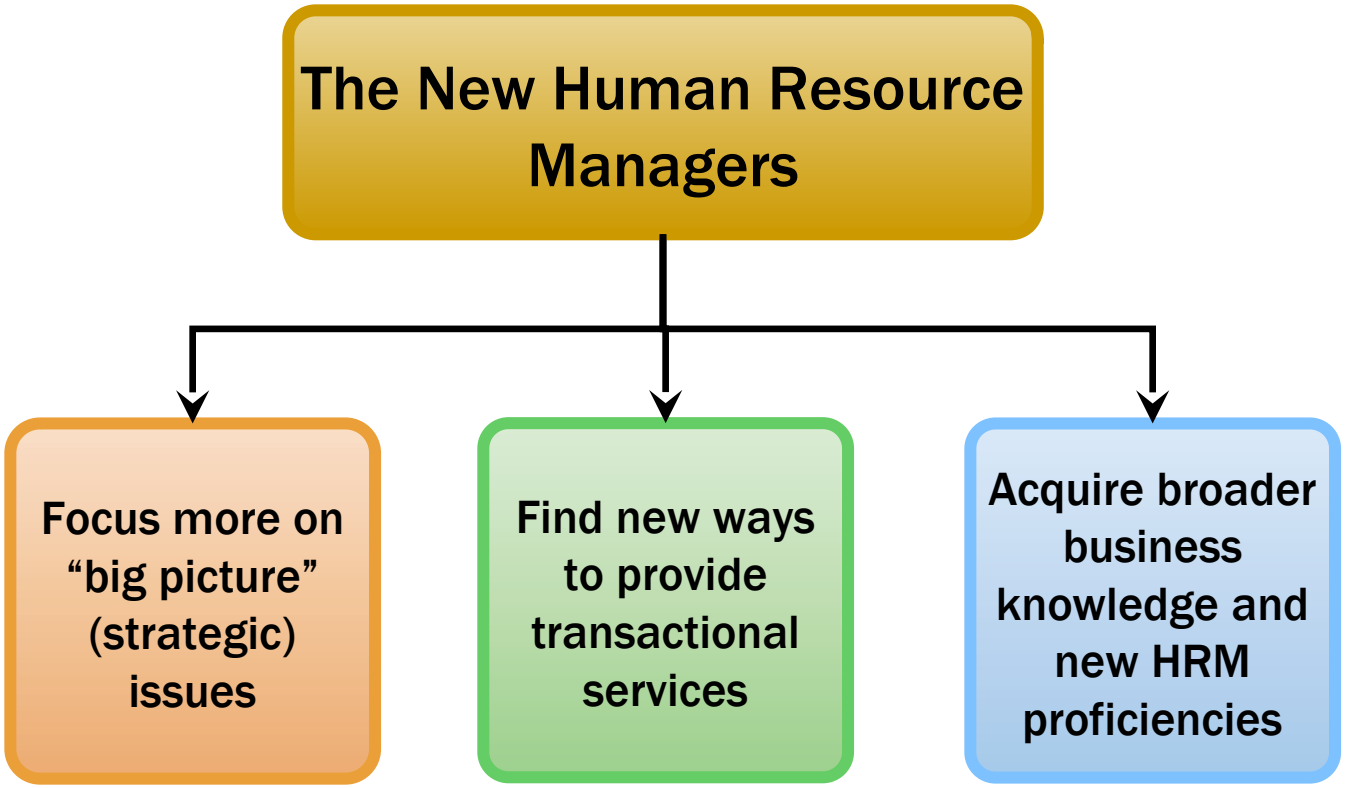


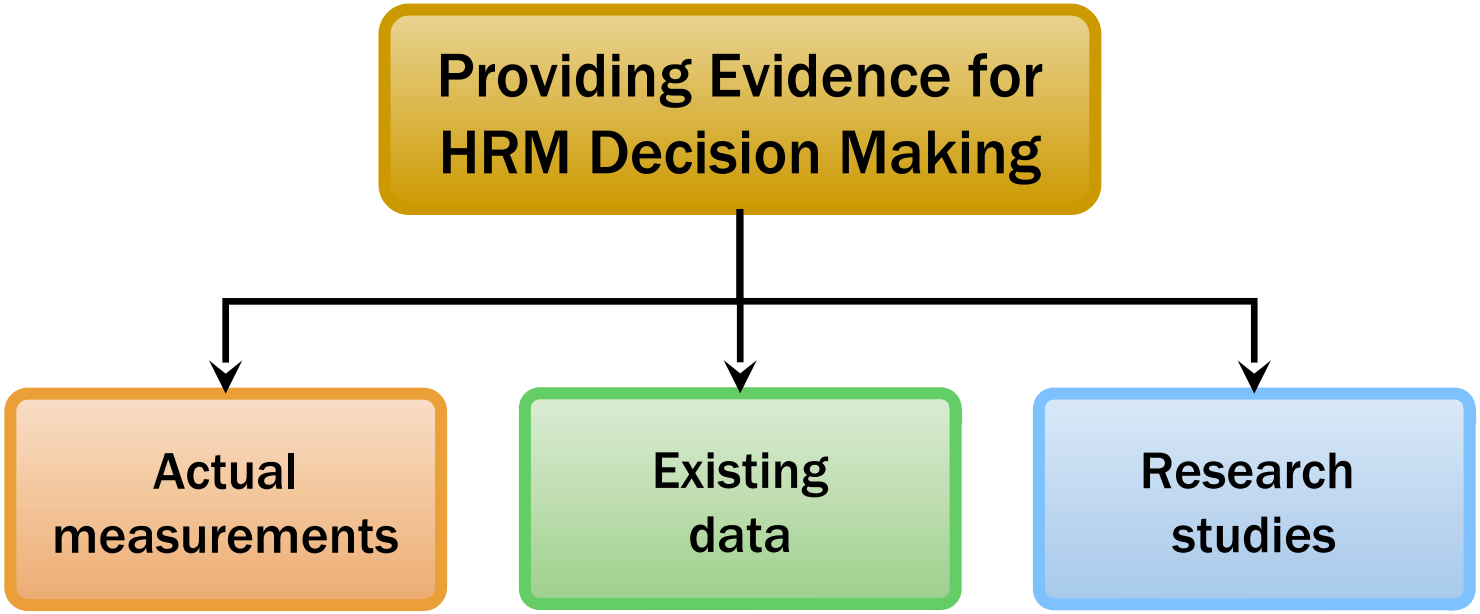
TABLE 1–2 Some Technological Applications to Support HR

Technology	How Used by HR
Application service providers (ASPs) and technology outsourcing	ASPs provide software application, for instance, for processing employment applications. The ASPs host and manage the services for the employer from their own remote computers
Web portals	Employers use these, for instance, to enable employees to sign up for and manage their own benefits packages and to update their personal information
Streaming desktop video	Used, for instance, to facilitate distance learning and training or to provide corporate information to employees quickly and inexpensively
Internet- and network-monitoring software	Used to track employees' Internet and e-mail activities or to monitor their performance
Electronic signatures	Legally valid e-signatures that employers use to more expeditiously obtain signatures for applications and record keeping
Electronic bill presentment and payment	Used, for instance, to eliminate paper checks and to facilitate payments to employees and suppliers
Data warehouses and computerized analytical programs	Help HR managers monitor their HR systems. For example, they make it easier to assess things like cost per hire, and to compare current employees' skills with the firm's projected strategic needs

High-Performance Work Systems

- Increase productivity and performance by:
  - Recruiting, screening and hiring more effectively
  - Providing more and better training
  - Paying higher wages
  - Providing a safer work environment
  - Linking pay to performance

Evidence-Based HRM



Managing Ethics

- Ethics
  - Standards that someone uses to decide what his or her conduct should be
- HRM-related Ethical Issues
  - Workplace safety
  - Security of employee records
  - Employee theft
  - Affirmative action
  - Comparable work
  - Employee privacy rights

HR Certification

- HR is becoming more professionalized.
- Society for Human Resource Management (SHRM)
  - SHRM's Human Resource Certification Institute (HRCI)
    - SPHR (Senior Professional in HR) certificate
    - GPHR (Global Professional in HR) certificate
    - PHR (Professional in HR) certificate