

Human Resource Management MF 2212

Lesson 01 – Introduction to Human Resource Management

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1

Recap - Management



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Intended Learning Outcome

- At the end of the session you will be able to,
 - Define Human Resource Management (HRM)
 - Differentiate Personnel Management and HRM
 - Recognize the functions/scope of HRM
 - Identify the objectives of HRM
 - Explain the role of a HR Manager
 - Discuss the Challenges and Trends in HR

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Human Resources - Meaning

- The **collection of people** and their characteristics at work
- Interrelated, interdependent & interacting psychological, sociological & ethical components

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Human Resource Management (HRM)

- The process of **managing people** in organization in a structured and thorough manner to achieve the organization's goals
- HRM is an art of managing people at work in such a manner that they give their best to the organization for achieving its set goals

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Human Resource Management - Definition

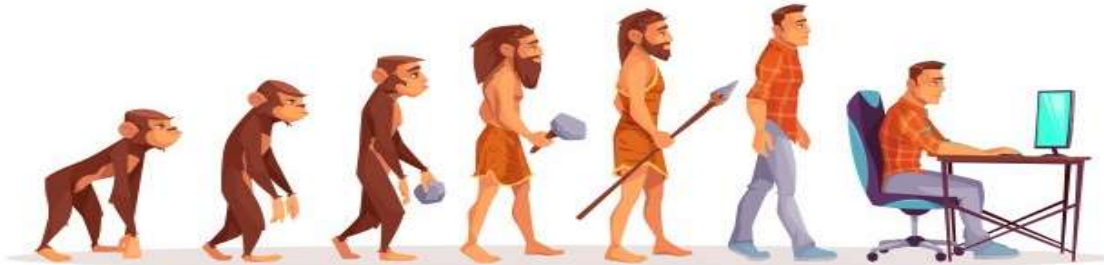
- Human Resources Management (HRM) is a **strategic**, integrated and coherent approach to the management of an organization's most valued assets, the people working there who individually and collectively contribute to the **achievement of its objectives** (individual, functional, organizational, and societal)

Armstrong (2006)

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Evolution of HR Manager



Employee Welfare

Personnel
AdministrationPersonnel
Management

HRM

SHRM

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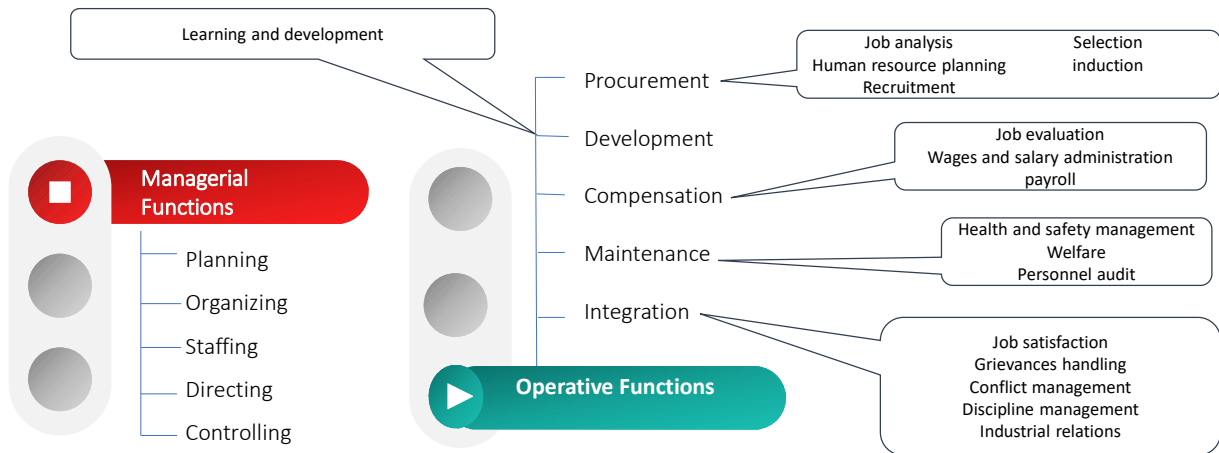
Personnel Management Vs. HRM

	Personnel Management	Human Resource Management
Approach	Traditional	Modern
Types of function	Routine function	Strategic function
Basis of pay	Job evaluation	Performance evaluation
Management role	Transactional	Transformational

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Functions of HRM



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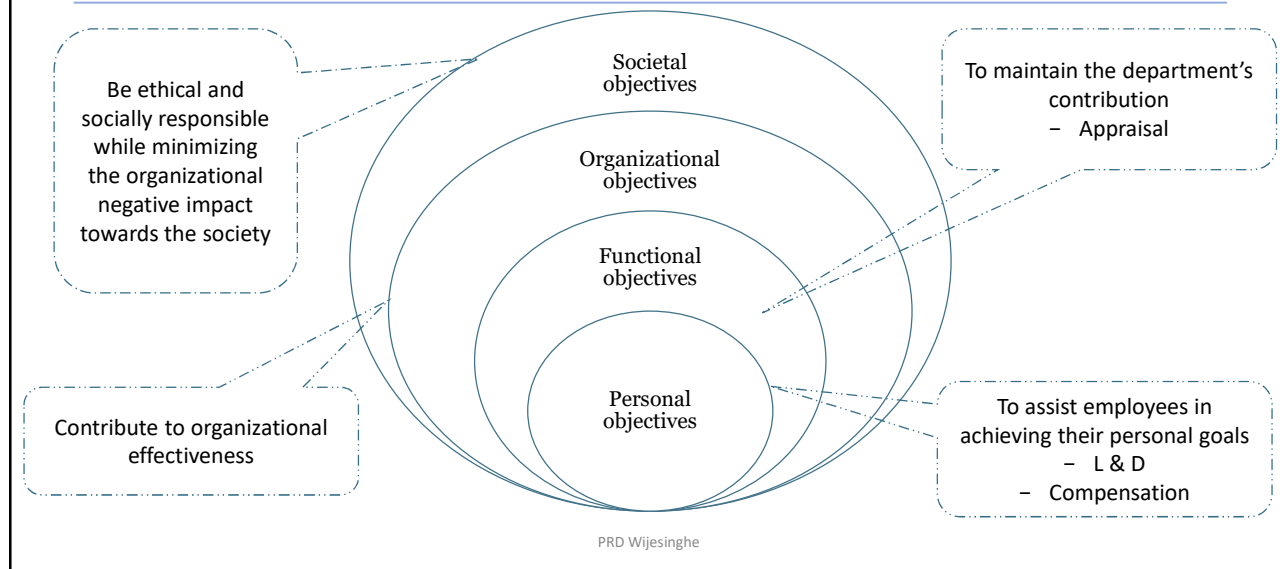
Scope of HRM



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Objectives of HRM



11

Role of HR Manager

- **Humanitarian Role:** Enhancement of Human & Non Human resources
- **Counsellor:** Consultations to employees about marital, health, mental, physical and career problems
- **Management:** Maximization of people to achieve organizational goal
- **Mediator:** Role of peacemaker. Resolving disputes, conflicts between individuals and groups.
- **Spokesman:** To represent of the company because he/she has better overall picture of his company's operations
- **Problem Solver:** Solving problems of overall human resource management and long-term organizational planning
- **Change Agent:** Introducing and implementing institutional changes and installing organizational development programs

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HR Challenges

- Attracting the right talent
- Meeting higher compensation demands
- Improving leadership
- Enhancing employee engagement
- Retaining key talent
- Building a sustainable workforce through succession planning
- Managing work-life balance
- Creating a diverse and inclusive culture
- Use of new technological tools
- Aging workforce approaching retirement

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HR Trends

Technological Trends

- Artificial Intelligence
- Remote employees
- Organizing Virtual Team Building
- Automation of Tasks
- Data-Driven Strategies

Recruitment Trends

- Electronic Recruiting
- Improved Candidate Experience
- HRIS
- Mobile-Friendly Recruitment

Employee-based Trends

- Emphasis on Learning
- Better Onboarding
- Health Advocacy Programs
- Caregiving Benefits
- Concentrating on Inclusion

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Summary

HRM is the study of activities regarding people working in an organization

It is critical that today's organizations align their human resources to better meet strategic objectives

HRM has four objectives of societal, organizational, functional and personal development

HR Challenges and Trends

Four key HRM roles

- ✓ Strategic Partner Role
- ✓ Change Agent Role
- ✓ Employees Champion Role
- ✓ Administrative Role

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Q & A

Next Lesson – Human Resource Planning

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