

Human Resources Management

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Lecture 8

Human Resource Management

HRM deals with all aspects of human resources in organizations like

- HR Planning
- Recruitment
- Selection
- Orientation and Induction
- Training and Development
- Career Planning
- Designing Compensation Packages
- Performance Appraisal
- Motivating employees
- Creating conducive work environment

Objectives

- Facilitating achievement of organizational goals
- Managing change
- Inspiring, motivating and training employees
- Complying with statutory requirements
- Creating scope for creativity and innovation
- Communicating policies to employees from time to time
- CSR
- Offering job satisfaction to employees
- Operating on ethical policies

Recruitment

Approaches to Recruitment

Internal

Promotions
Transfers
Lateral Movements

External

Hiring from
outside

Steps in Recruitment

Identify existence of vacancy

Identify pool of appropriate
candidates

Selection Process

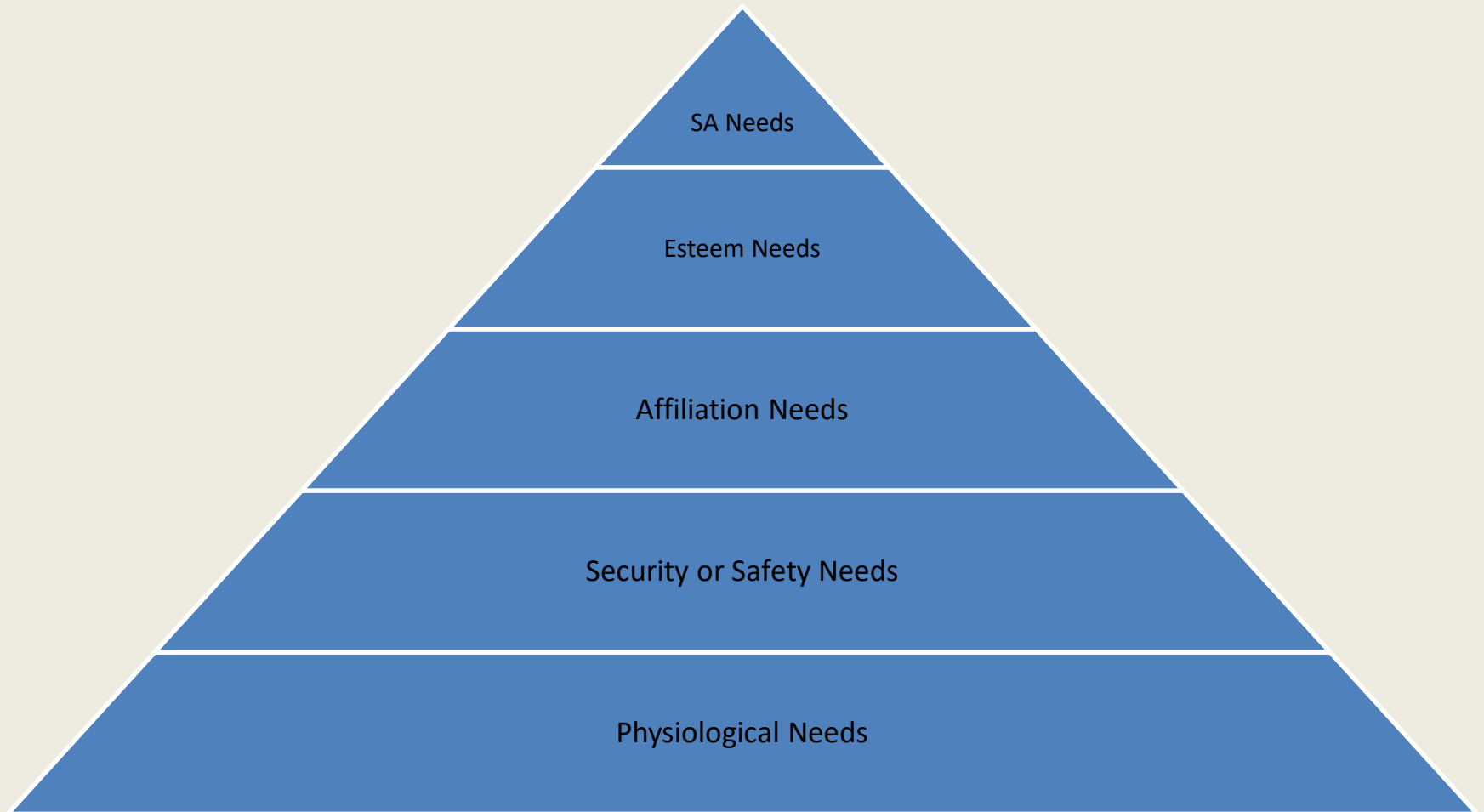
Selection tests and interview
techniques

Criteria for recruiting
candidates

Job offer letter

Induction of selected
employee

Maslow's Need Hierarchy Theory



Theories of Motivation

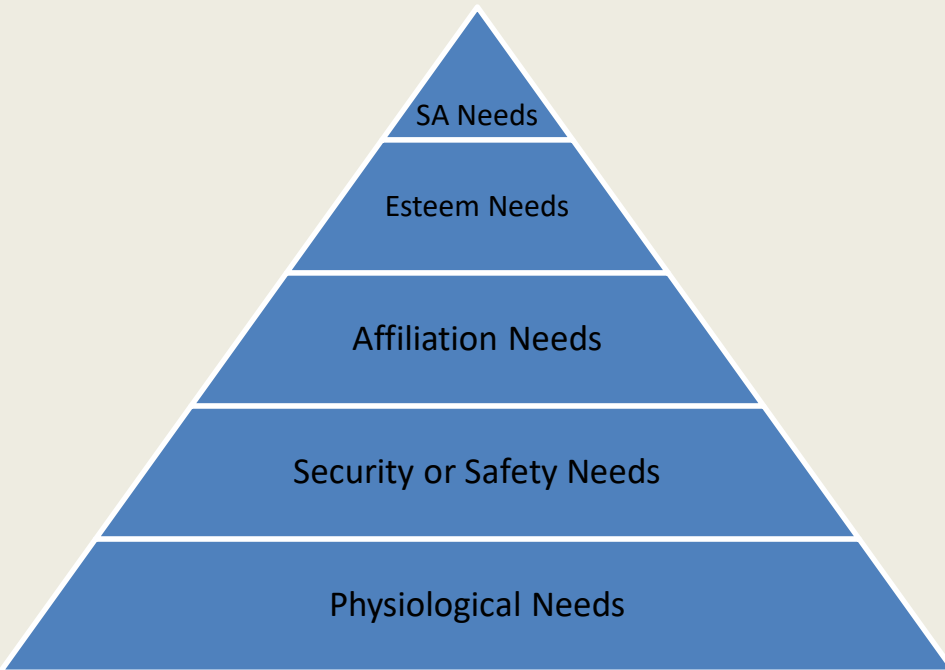


Fig: Maslow's Theory of Need Hierarchy

Maintenance Factors	Motivation Factors
Status	Challenging Work
Interpersonal Relations	Achievement
Quality of supervision	Growth in the job
Company policy and administration	Responsibility
Working conditions	Advancement
Job security	Recognition
Salary	

Fig: Herzberg's Two Factor Theory