**Meaning Human resource management (HRM)**

Human resource management (HRM) is the practice of recruiting, hiring, deploying and managing an organization's employees. HRM is often referred to simply as human resources ([HR](https://searchhrsoftware.techtarget.com/definition/human-resources-HR-generalist)). A company or organization's HR department is usually responsible for creating, putting into effect and overseeing policies governing workers and the relationship of the organization with its employees. The term human resources was first used in the early 1900s, and then more widely in the 1960s, to describe the people who work for the organization, in aggregate.

HRM is really employee management with an emphasis on those employees as assets of the business. In this context, employees are sometimes referred to as human capital. As with other business assets, the goal is to make effective use of employees, reducing risk and maximizing return on investment ([ROI](https://searchcio.techtarget.com/definition/ROI)).

The modern [HR technology](https://searchhrsoftware.techtarget.com/definition/HR-technology) term, human capital management ([HCM](https://searchhrsoftware.techtarget.com/definition/human-capital-management-HCM)), has come into more frequent use than the term, HRM, with the widespread adoption by large and midsize companies and other organizations of software to manage many HR functions.

**Objectives of HRM**

The primary objective of HRM is to ensure the availability of a competent and willing workforce to an organization. Beyond this, there are other objectives, too. Specifically, HRM objectives are four folds- societal, organizational, functional, and personal.

**Societal Objectives:**To be ethically and socially responsible to the needs and challenges of the while minimizing the negative impact of such demands upon the organization. The failure of organizations to use their resources for the society’s benefit in ethical ways may lead to restrictions. For example, the society may limit HR decisions through laws that enforce reservation in hiring and laws that address discrimination, safety or other such areas of societal concern.

**Organizational objectives:**To recognize the role of HRM in bringing about organizational effectiveness. HRM is not an end in itself. It is only a means to assist the organization with its primary objectives. Simply stated, the department exists to serve the rest of the organization.

**Functional Objectives:** To maintain the department’s contribution at a level appropriate to the organization’s needs. Resources are wasted when HRM is either more or less sophisticated to suit the organization’s demand. The department’s level of service must be tailored to fit the organization it serves.

**Personal objectives:**To assist an employee in achieving their personal goals, at least insofar as these goals enhance the individual’s contribution to the organization. Personal objectives of employees must be met if workers are to be maintained, retained and motivated. Otherwise, employee performance and satisfaction may decline and employees may leave the organization.

**HRM Function:**In order to realize the objective stated above, HRM must perform certain functions. These functions have been stated while outlining the scope of HRM.  Generally, it may be stated that there is a correlation between the objectives and the functions. In other words, some functions help to realize specific objectives. For example, the organizational objective is sought to be met by discharging such functions as HR planning, recruitment, and selection, training, and development and performance appraisal. Similarly, the personal objective is sought to be realized through such functions as remuneration, assessment, and the like. The table contains a full list of objectives and functions.