

Human Resource Management

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Definition

Human resource management is the process of acquiring, training, appraising and compensating employees and attending to their labour relations, health, safety and fairness concerns

-Desler

Nature

- Inherent part of management
- Basic to all functional management
- People Centered
- Personnel Activities-Placement,training
- Continuous Process

Objective

- To procure right type people for right job.
- To provide right training
- To ensure effective utilization of HR
- Development of HR
- Satisfy the needs of HR
- To maintain morale of HR

Human Resource Planning

Human Resource Planning is the process by which an organization that it has the right number and kind of people, at the right place, at the right time, capable of effectively and efficiently completing those tasks that will help the organization achieve its overall objectives

Decenzo and Robbins

Nature of HRP

- Ascertaining the manpower needs both in terms of number and kind
- An analysis of inventory of HR
- Helps in determining the shortfall
- Initiation of various organisation

Process of HRP

- Objective of Manpower Planning
- Current Manpower Inventory
- Demand Forecasting
 - Employment trends
 - Replacement needs
 - Productivity
 - Growth and Expansion

Process of HRP

- Absenteeism
- Work Study
- Supply Forecasting
- HR Audit
- Replacement Charts

Process of HRP

- Estimating the Net Human Resource Requirements
- Action Plan for Redeployment
- Determining Job Requirements of position to be filled
- Employment plan
- Training and Development