**Meaning And Definition Of Human Resources Management**

As human resource management is concerned with the people dimension in organization, at first, we should know organization in detail. Organizations are human associations in which two or more people seek to achieve a common goal or set of goals. In other word, organizations are established by the people and for the people. It consists of people working together through interrelationships and interactions. Organizations are created to achieve different goals. To achieve goals it should run various activities. Therefore an organization must consist of a structure, which defines jobs and relationships. In organization, different levels and division of jobs are defined to achieve specialization through division of labours. Organization design and job descriptions are the part of organizational structure, which limit the behaviour of the members in organizations.

Organizations depend on people to make them operate. An organization is nothing without resources. If we remove the employees from the organization, there is nothing but a pile raw material, machines, and physical commodities. Organization consists of the combination of different resources, among which human resource is the superior. But how did these people come to be employees in the organizations; How were they found and selected? Why do they come to work on a regular basis? Hoe do they know what to do on their jobs? How does management know if the employees are performing adequately? It they are not, what can be done about it?

Answers of these questions lie in the subject of human resource management. But before we attempt to understand how and organization should manage its human resources, we need to answer the generic question, what is management?

Management is the process of efficiently getting work activities completed with and through other people. An organization consists of goals and limited resources. To achieve goals, different activities are to be done. As there is limited resources, to get activities completed, the resources should be allocated properly. Simply, management is the act of allocating scare resources to achieve goals and getting required activities completed with and through other people. The management process includes the planning, organizing, leading and controlling activities that take place to accomplish objectives.

Managing people in an organization is human resource management. Since every organization is made up of people, acquiring their services, developing their skills, motivating them to high levels of performance and ensuring that they continue to maintain their commitment to the organization are essential to achieving organizational objectives. This is true regardless of the type of organization-government, business, education, health or social organizational objectives. This is true regardless of the type of organization-government, business, education, health or social welfare. Organizational effectiveness depends largely on the performance of people working in organizations. Management concerned to increase in performance of human resources is human resource management. It aims at achieving organizational goals through improvements in the productive contribution of people. It is concerned with philosophy, principles and practices related to human aspects of management. It keeps balance between the goals of organization and the goals of the individual.

According to Decenzo and Robbins:-

**"Human resource management is a process consisting of four functions-acquisition, development, motivation and maintenance of human resources."**

According to Gary Dessler:-

**"Human resource management refers to the policies and practices one needs to carry out the people or human resource aspects of management position including recruiting, screening, training, rewarding and appraising."**

According to G.R. Agrawal:-

**"Human resource management is a process concerned with the management of human energies and competencies for achieving organizational goals through acquisition, development, utilization and maintenance of a competent and committed workforce in a changing environment."**

Human resource management regards people as the most important resource of an organization. It’s all policies and practices are oriented towards improving human resources' performance, which directly contribute to the achievement of organizational goals.

**Development of Personnel Management to Human Resource Management**

Prior to the twentieth century, there were unorganized and sporadic efforts at improving the management of people at work. In some instances, personnel specialists' positions were established in private industries to assist with hiring, safety, training and health issues. After industrial revolution, there developed a greater need for planning, recruitment, selection and placement. The theme "the right man in right job" became familiar and popular. And it was during this same period that one of the most important movement in management was taking place: scientific management. Taylor, an industrial engineer, advocated separate responsibilities for workers and management. Utilizing time studies toward the scientific determination of a proper job design, Taylor proposed methods and standards for performing each job, for training and supervising employees in the proper use of tools and equipments and for evaluating each worker's performance.

After II world war managing employees became the most concerning matter for every organization. Realization that workers were human beings, not just mere pieces of equipment, promoted the humanism movement. Focus was placed on employee participating especially on those decisions that directly affected the employees. Attention were focused on reducing or eliminating the boredom, fatigue and stress that many behavioural scientists believed were primarily caused of worker alienation and reduced job productivity. It was felt that organizational objectives could not be achieved until and unless employees were satisfied and motivated toward works. Much of our current knowledge on motivation and reward system came out of this period.

Upto 1950 the management of employees was called personnel management. There was a great movement. The narrow view that human resources are something managed from within the personnel department changed to the wider recognition that the management of human resources is the responsibility of every manager. The opinion that all the managers in an organization must be familiar with human resource management concept in the same way that they should understand marketing and accounting concepts, was widely accepted. Currently, human resource management has grown into matured profession.

**The rising interest in HRM of the modern management philosophy**

From all these discussions, we came to know that passing through different stages employee management has gained current name human resource management. It has undergone extraordinary changes in the past. We can predict that the next generation will bring changes of similar magnitude. The past quarter century has seen significant changes in our society brought about by technological advancements, social alternations, economic influences and political pressures. These changes has directly affected the human resource practices and the changes that era likely to occur furthermore will also make affect on it. In this situation the role of human resource management has got more crucial. Specially, the following changes in the environment can be considered as the factors for rising interest in human resource management.

1.               **Increasing cut-throat competition**:- Currently, organizations are facing increasing internal and external competitions. Due to this, product life cycles are getting shorter. It one starts to produce a new product, in no time, the same kind of product, produced by another company will be found in the market. Beside this, the size and complexity of organizations are increasing day by day. To face these growing challenges of competition, innovative human resource management and practices are needed.

2.                 **Globalization**:- Globalization is the tendency of the firm to extend their sales or manufacturing into new market abroad. It has facilitated trade without borders. Globalization of markets and manufacturing has vastly increased international competition. In global competition, some firms are doing well while others are failed. Those firms who have been successful have highly focused on their human resources activities in selection, training and compensation policy. Due to this fact many firms are paying their interest in human resource management.

3.                 **Technological changes**:- Technology is changing rapidly. Organizations must keep up pace with technological changes and implement them in the workplace. Technology is only the mean to increase productivity. To utilize this mean needs the skilled man power, who can handle it easily and efficiently. Due to this fact, there is the need of human resource management. Besides, information technology has brought a change in organizational structure. The pyramid shaped organizations are now flattening. The hierarchy has fallen down to flattened. In the changing condition, to adjust with these changes, new job has to be written in a new way, new organization structure is needed to be designed, evaluation and selection method is needed to be changed. This all necessities have increased the interest in human resource management.

4.                 **Work-force diversity**:- Diversity means different. In human resource management context, different regards in the sense of sex, colour, age, caste, creed, culture, religion and language etc. Moreover, different also regards in the sense of highly educated, mid-educated, highly skilled, mid-skilled, low-skilled etc. Today composition of work-force has been quite diversified. Different people have different need and interest. They have different perception, experiences, learning habit, personality etc. To understand the need of different people, to manage them, to create organizational climate and culture, to develop the feeling of team-work, human resource management plays the important role through its activities. it is human resource management which brings all the people of different nature under the same umbrella of organization. It is the most significant task done by human resource management, which other management cannot perform. This has played a vital role in rising interest in human resource management.

5.                 **Nature of work**:- Technological and globalization trend has changed the nature of jobs and works. Development on information technology has completely changed the formulation of working style. 1 person with the help of computer can do a work, which needs 10 people to complete before. To work with computers, trained human resources are needed. This is also a reason, which has caused rising interest in human resource management.

6.                 **Changing Environment**:- Now days, everything in this world is changing at a nano-second pace. The future belongs to those who can best manage change. Committed and competent employees are essential to manage change. It is human resource management that plays and important role in fostering employee commitment to change. The interest in human resource management is increasing because it enables organizations to better manage change.

7.                 **Other**:- There are other changes also shaping human resource management. Many laws are passed, related to human resource management. Occupational safety and health, requirements, minimum wages, equal employment opportunity, are laws managers have to deal frequently with the help of human resource management. Due to this the interest in human resource is rising.