

2.1 Introduction to human resource management

The big picture

'Putting employee welfare at the very heart of our growth strategy.' ([Tata Steel](https://www.tatasteel.com/corporate/our-organisation/hr/) (<https://www.tatasteel.com/corporate/our-organisation/hr/>))

Tata Steel Limited is an Indian multinational steel-making company with its headquarters in Mumbai, and is known for being a great place to work. It is one of the few companies in India that works towards building an organisation with great employee trust and high positive work culture. Tata Steel looks out for the welfare of its employees by offering paternity leave, work from home and extended maternity leave. The company has one of the best employee relations, social security and career development pathways. It is known for its gender diversity, with high participation of women in the senior leadership team. In 2021, Tata Steel hired 38 female 'heavy earth moving machinery' operators in an initiative that enables women to be trained to take on core mining jobs.



Figure 1. Tata Steel, India, has been certified year on year to be one of the best places to work.

Credit: atoson, Getty Images

Video 1 explains how the employee-centricity of Tata Steel was a part of the company from its beginnings more than 150 years ago.

How Tatas took care of Employees 150 years ago?



Video 1. How Tata Steel took care of its employees more than 150 years ago.

Human resource management (HRM) is a crucial part of every business. Effective HRM ensures the recruitment, training, motivation and retention of the best employees. It promotes a healthy, positive, inclusive culture in the workplace for the good of the employees and the business as a whole.

This subtopic will look at the role of HRM, the factors that influence HRM, why employees resist change and how human resource strategies can be used to reduce the impact of and resistance to change.