

MANAGING PEOPLE

RANULFO P. PAYOS
ERNESTO G. ESPINOSA
ORLANDO S. ZORILLA

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MEANING OF MANAGING PEOPLE

**MANAGING PEOPLE REFERS TO THE PROCESS
OF PLANNING, ORGANIZING, LEADING, AND
CONTROLLING EMPLOYEES TO ACHIEVE
ORGANIZATIONAL GOALS.**

**IT FOCUSES ON HUMAN RESOURCE
MANAGEMENT (HRM).**

**EMPLOYEES ARE CONSIDERED THE MOST
IMPORTANT ASSET OF AN ORGANIZATION.**

IMPORTANCE OF MANAGING PEOPLE

- IMPROVES EMPLOYEE PRODUCTIVITY AND PERFORMANCE**
- BUILDS POSITIVE WORK RELATIONSHIPS**
- INCREASES JOB SATISFACTION AND MOTIVATION**
- HELPS ORGANIZATIONS ACHIEVE LONG-TERM SUCCESS**
- REDUCES CONFLICTS AND EMPLOYEE TURNOVER**

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HUMAN RESOURCE MANAGEMENT (HRM)

**HUMAN RESOURCE MANAGEMENT
INVOLVES:**

HIRING THE RIGHT PEOPLE

DEVELOPING EMPLOYEE SKILLS

MOTIVATING WORKERS

**MAINTAINING GOOD EMPLOYEE
RELATIONS**

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RECRUITMENT AND SELECTION

RECRUITMENT – FINDING POTENTIAL EMPLOYEES

SELECTION – CHOOSING THE MOST QUALIFIED APPLICANT

ENSURES THE ORGANIZATION GETS COMPETENT AND SKILLED WORKERS

RIGHT PEOPLE = BETTER PERFORMANCE

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TRAINING AND DEVELOPMENT

**IMPROVES EMPLOYEE SKILLS,
KNOWLEDGE, AND ABILITIES**

**HELPS EMPLOYEES ADAPT TO NEW
TECHNOLOGY AND CHANGES**

**INCREASES CONFIDENCE AND
EFFICIENCY**

**LEADS TO CAREER GROWTH AND
ORGANIZATIONAL IMPROVEMENT**

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MOTIVATION AND JOB DESIGN

MOTIVATION ENCOURAGES EMPLOYEES TO WORK HARDER AND BETTER

JOB DESIGN ORGANIZES TASKS TO MAKE WORK MEANINGFUL AND ENGAGING

MOTIVATED EMPLOYEES ARE:

MORE PRODUCTIVE

MORE LOYAL

MORE SATISFIED WITH THEIR JOBS

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PERFORMANCE MANAGEMENT

EVALUATES EMPLOYEE
PERFORMANCE

IDENTIFIES STRENGTHS AND
WEAKNESSES

PROVIDES FEEDBACK FOR
IMPROVEMENT

HELPS IN PROMOTION AND
REWARDS DECISIONS

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EMPLOYEE RELATIONS

**FOCUSES ON MAINTAINING GOOD
RELATIONSHIPS BETWEEN
MANAGEMENT AND EMPLOYEES**

**INVOLVES COMMUNICATION,
COOPERATION, AND CONFLICT
RESOLUTION**

**PROMOTES TEAMWORK AND A
POSITIVE WORK ENVIRONMENT**

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CONCLUSION

**MANAGING PEOPLE IS ESSENTIAL FOR ORGANIZATIONAL
SUCCESS**

EMPLOYEES DRIVE PRODUCTIVITY AND GROWTH

EFFECTIVE PEOPLE MANAGEMENT LEADS TO:

BETTER PERFORMANCE

HIGH MORALE

STRONG ORGANIZATION

**THANK YOU
EVERYONE**