

# MANAGING PEOPLE

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

01

## **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**

03

# **HUMAN RESOURCE MANAGEMENT (HRM)**

**HUMAN RESOURCE MANAGEMENT  
INVOLVES:**

**HIRING THE RIGHT PEOPLE**

**DEVELOPING EMPLOYEE SKILLS**

**MOTIVATING WORKERS**

**MAINTAINING GOOD EMPLOYEE  
RELATIONS**

# **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**

# **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**

06

## **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**

07

# **PERFORMANCE MANAGEMENT**

**EVALUATES EMPLOYEE  
PERFORMANCE**

**IDENTIFIES STRENGTHS AND  
WEAKNESSES**

**PROVIDES FEEDBACK FOR  
IMPROVEMENT**

**HELPS IN PROMOTION AND  
REWARDS DECISIONS**



08

## **EMPLOYEE RELATIONS**

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

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

**PROMOTES TEAMWORK AND A  
POSITIVE WORK ENVIRONMENT**

## **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**