

A handbook of human resource management practice by michael armstrong file 10

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What is Human Resource Management?*

Human resource management (HRM) is a discipline that deals with the management of people within an organization. It encompasses a wide range of activities, including recruitment, hiring, training, performance management, and employee relations. HRM professionals work to ensure that employees are productive and engaged, and that the organization has the right people in the right roles.

What is Human Resource Management According to Michael Armstrong?

Michael Armstrong, a renowned expert in HRM, defines it as "the strategic and coherent approach to the management of an organization's most valued assets - its people." This definition emphasizes the importance of aligning HRM practices with the overall business strategy.

What are the Main Functions of Human Resource Management?

The main functions of HRM include:

- **Recruitment and hiring:** Finding and acquiring new employees.
- **Training and development:** Enhancing employee skills and knowledge.
- **Performance management:** Evaluating employee performance and providing feedback.

- **Compensation and benefits:** Determining and managing employee compensation and benefits.
- **Employee relations:** Maintaining a positive work environment and addressing employee concerns.

What is the Scope of Human Resources Management?

The scope of HRM encompasses:

- **Strategic HRM:** Aligning HRM practices with business strategy.
- **Operational HRM:** Day-to-day management of HR functions.
- **Employee relations:** Building and maintaining a positive work environment.
- **Labor relations:** Managing relationships with unions and other employee representatives.
- **Legal compliance:** Ensuring compliance with labor laws and regulations.

What are the 7 Major HR Activities?

The 7 major HR activities are:

1. Recruitment and selection
2. Training and development
3. Performance management
4. Compensation and benefits
5. Employee relations
6. Legal compliance
7. Strategic planning

What is HRM vs HR?

HRM is a broader term that encompasses all aspects of managing people within an organization, while HR is a more specific term that typically refers to the administrative and operational functions of HRM.

Who is the Father of HRM?

The father of HRM is considered to be Frederick Taylor, who developed the principles of scientific management in the early 20th century.

Who is the Father of Modern HR Management?

The father of modern HR management is generally considered to be Douglas McGregor, who developed the Theory X and Theory Y models of human behavior in the 1950s and 1960s.

What is the HR Theory of Management?

The HR theory of management is based on the idea that employees are the most important asset of an organization, and that organizations should focus on developing and motivating their employees in order to achieve success.

How do we Define HRM?

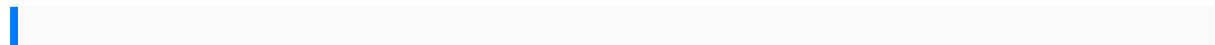
HRM can be defined as the process of managing people within an organization to achieve organizational goals.

How do you Define HR?

HR can be defined as the administrative and operational functions of managing people within an organization.

What is Resources Management PDF?

A resources management PDF is a document that provides information on the management of human resources within an organization. It may include topics such as recruitment, training, performance management, and employee relations.



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