HUMAN RESOURCE MANAGEMENT SYSTEM

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Human Resource Management System

A system is a unified whole composed of interrelated and interacting part to achieve common goals. Human resource management is an open system. It consists of input, processing. Output and feedback component. It has both internal and external environment.

Or

Human resource management refers to the policies, practices, and systems that influence employees' behavior, attitudes, and performance.

The importance of HRM-System

(1) People is the key factor of production.

(2) Productivity is the key to measure a nation's economic growth potential, and labor quality is the key to improving productivity.

(3) Competition today is the competition for talents.

(4) Since man is the most uncontrollable and unpredictable variable of all production variables, organizational success depends on the management of people.

Function of HRM-System

a. Analysis and design of work

b. HR Planning

c. Recruiting

d. Training and development

e. Compensation

f. Performance management

g. Employee relations

Responsibilities of HRM-System

- Employment and recruiting
- Training and development
- Compensation
- Benefits
- Employee Services
- Employee and community relations
- Personnel records
- Health and safety
- Strategic planning

Elements of HR-System

Input

- Human qualities
- Knowledge, skill and attitudes
- Experiences
- Physical and mental abilities
- Organization's business strategy
- Labor market and technology
- Labor union and legislation

Elements of HR-System

Process
- Acquisition
- Development
- Motivation
- Maintenance

Output
- Goal Achievement