

HRM

Human Resource Management (HRM)



- ❖ HRM is the process of managing people of an organization with a human approach.
- ❖ Human resources approach to manpower enables the manager to view the people as an important resource.
- ❖ It is the approach through which organization can utilize the manpower not only for the benefits of the organization but for the growth, development and self satisfaction of the concerned people

Definition of HRM

According to Edwin B. Flippo, “HRM means planning, organizing, directing, and controlling of the procurement, development, compensation, integration, maintenance and separation of human resources to the end that individual, organizational and societal objectives are accomplished.”

- ❖ Human resource management (HRM) is the practice of recruiting, hiring, deploying and managing an organization's employees.
- ❖ Human resource management (HRM or HR) is the strategic approach to the effective and efficient management of people in a company or organization such that they help their business gain a competitive advantage.

- ❖ HR departments are responsible for overseeing employee-benefits design, employee recruitment, training and development, performance appraisal, and reward management, such as managing pay and Employee benefits benefit systems.

Nature of HRM

- Universal in nature
- Action –oriented
- Focused on people Dimension
- Growth- Oriented
- Cordinal Integration
- Challenging Function
- Supplementary Service
- Multi Disciplinary Function
- Ongoing Process

Importance of HRM

HRM helps an organisation and its people to realise their respective goals in various ways.

Importance of Human Resource Management

Fulfil the Human Resource Requirement

Employee Retention

Enhance the Quality of Work Life

Redressing Grievance and Conflict

Achieving Organizational Goals

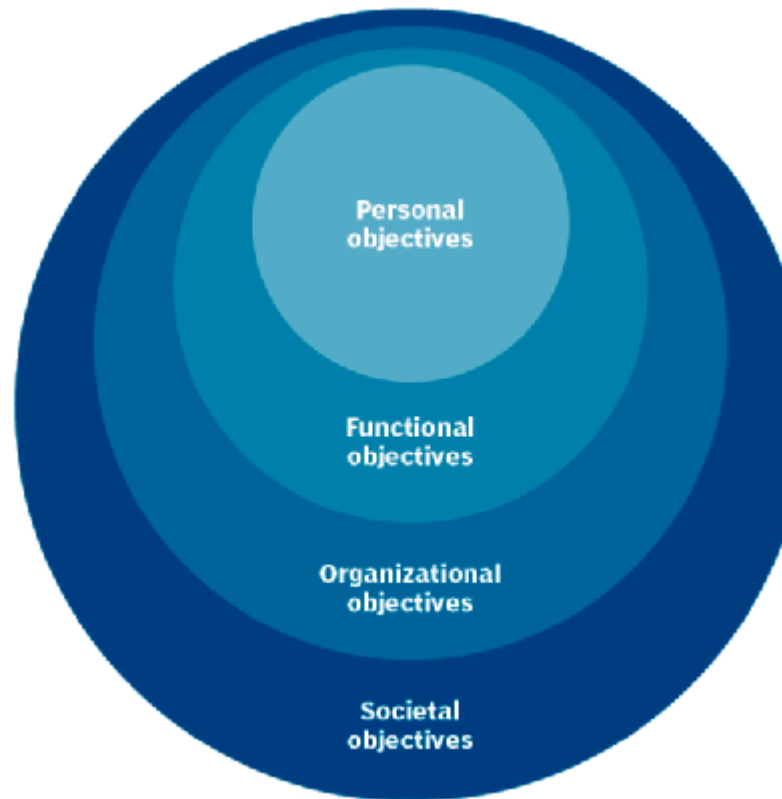
Long-term Existence in the Market

Developing Team Spirit and Feeling of Belongingness

Employee Satisfaction and Welfare

Objectives of HRM

- ❖ The primary objective of HRM is to ensure the availability of competent and willing workforce to an organization.
- ❖ The four fold objectives of HRM are: societal, organizational, functional, and personal.



Societal Objectives



1. Legal Compliance
2. Benefits
3. Union-management relations

Organizational Objectives



1. Human Resource Planning
2. Employee Relation
3. Selection
4. Training & Development
5. Appraisal

Functional Objectives



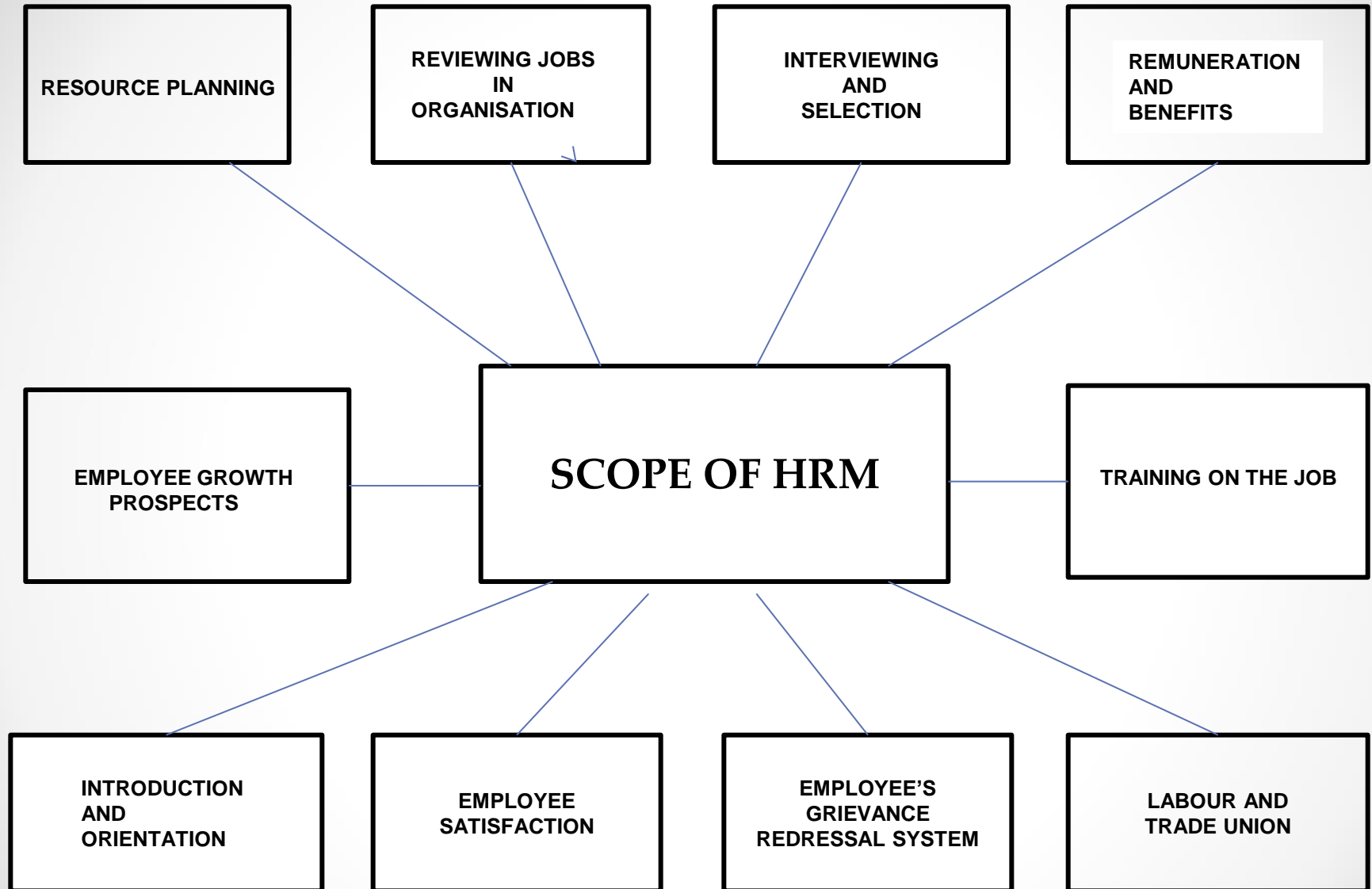
1. Appraisal
2. Placement
3. Assessment

Personal Objectives



1. Training & Development
2. Appraisal
3. Placement
4. Compensation
5. Assessment

SCOPE OF HRM



Significance of HRM

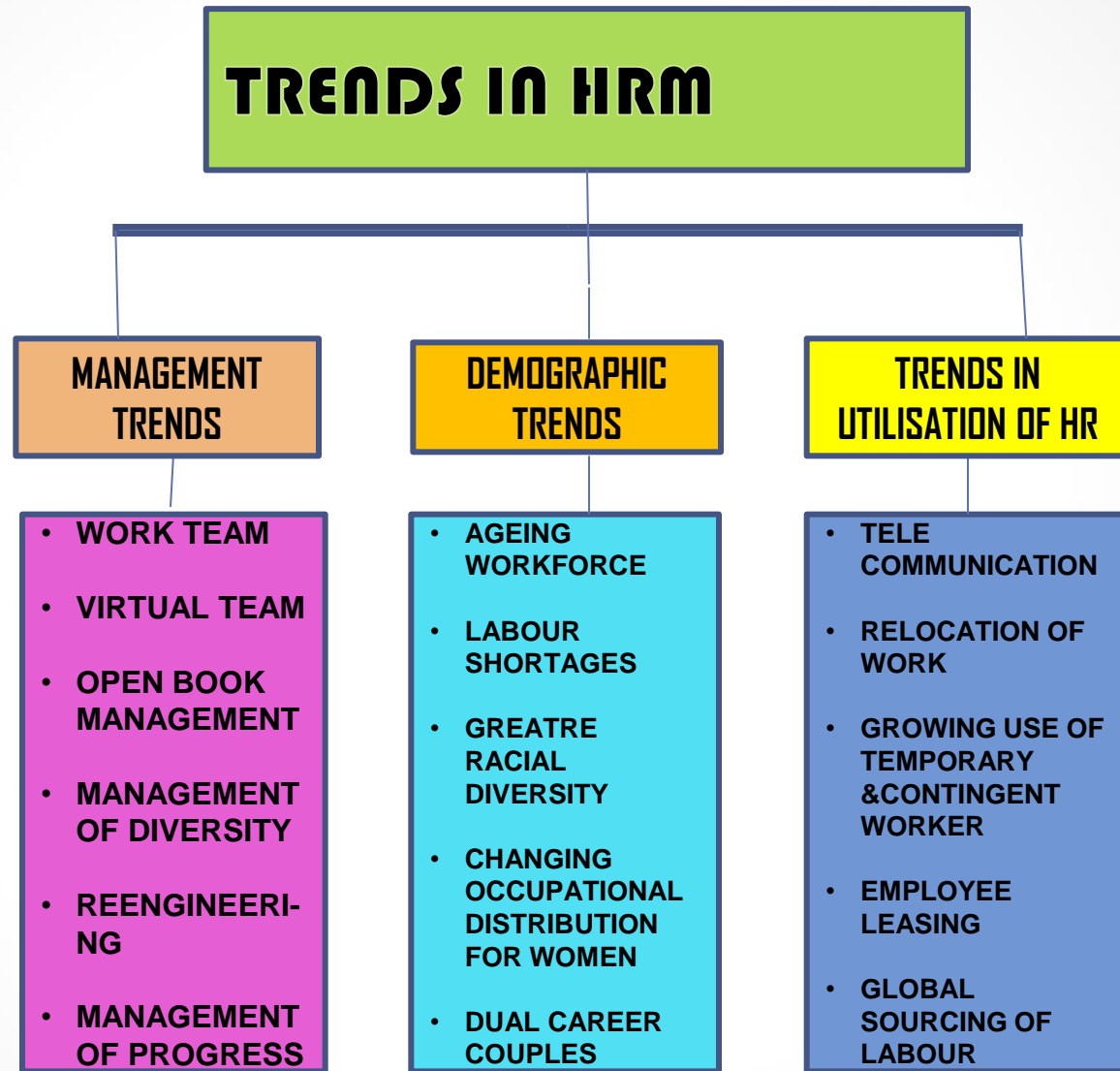
The significance of HRM at various levels are:

1. Corporate Level
2. Professional Level
3. Social Level
4. National Level

Evolution of HRM

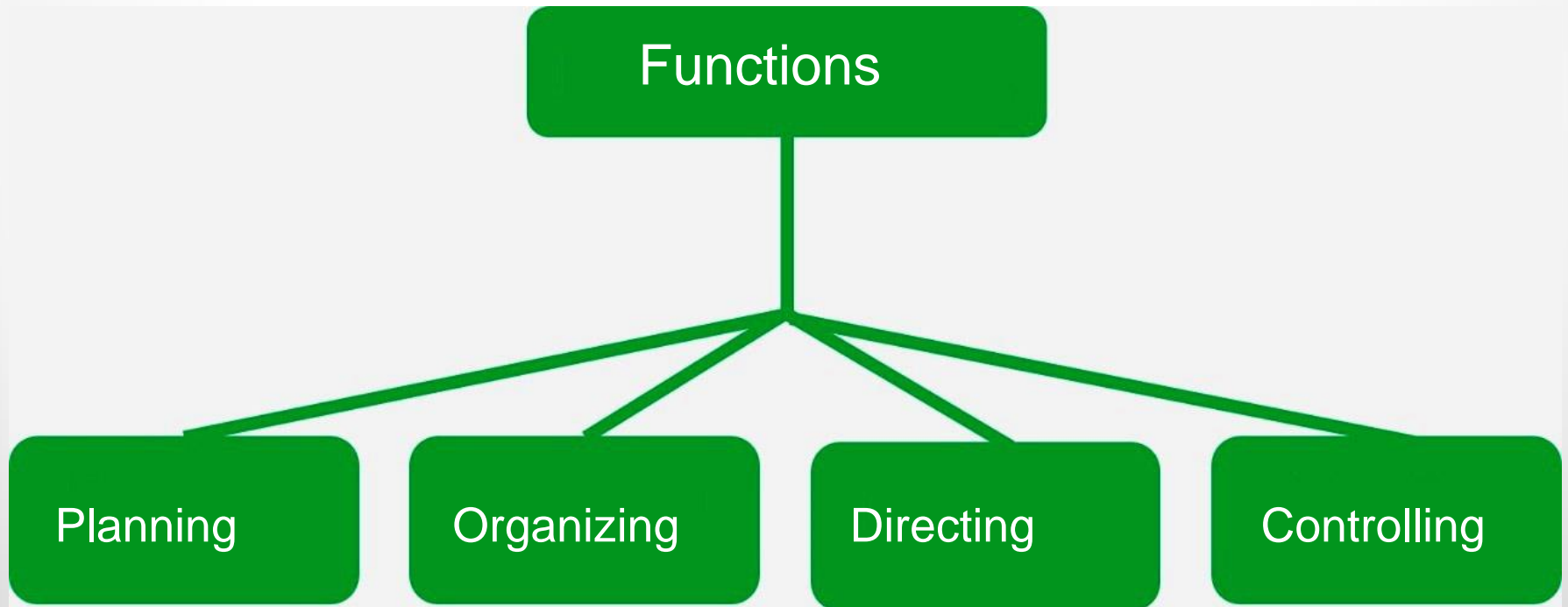
| <i>Period</i> | <i>Development Status</i> | <i>Outlook</i> | <i>Emphasis</i> | <i>Status</i> |
|---------------|--------------------------------|--------------------------------------|--|----------------|
| 1920s–1930s | Beginning | Pragmatism of capitalists | Statutory, welfare, paternalism | Clerical |
| 1940s–1960s | Struggling for recognition | Technical, legalistic | Introduction of techniques | Administrative |
| 1970s–1980s | Impressing with sophistication | Professional, legalistic, impersonal | Regulatory conformance, imposition of standards on other functions | Managerial |
| 1990s | Promising | Philosophical | Human values, productivity through people | Executive |

Recent Trends in HRM



Functions of HRM

- ❖ The major functions of human resource management are as follows:
 1. Managerial Functions
 2. Operative Functions
 3. Advisory Functions



Functions of HRM

Managerial Function

Planning
Organising
Directing
Controlling

Operative function

Acquisition
Training & Development
Motivation
Maintenance
Remuneration
Working conditions
Personnel records
Industrial relations
Separation

Advisory functions

Top Management
Department head:

Emerging trends in HRM

MANAGEMENT TRENDS

WORK TEAMS

VIRTUAL TEAMS

OPEN BOOK
MANAGEMENT

MANAGEMENT OF
DIVERSITY

REENGINEERING

MANAGEMENT OF
PROFESSIONALS

TRENDS IN UTILISATION OF HR

TELECOMMUNICATION

RELOCATION OF
WORK

GROWING USE OF
TEMPORARY AND
CONTINGENT WORKER

EMPLOYEE LEASING

GLOBAL SOURCING OF
LABOUR

Demographic TRENDS

AGEING WORKFORCE

LABOUR SHORTAGES

GREATER RACIAL
DIVERSITY

CHANGING
OCCUPATIONAL
DISTRIBUTION FOR
WOMEN

DUAL CAREER
COUPLES

CHALLENGES OF HR MANAGER

1. [Attracting Top Talent.](#)
2. [Embracing Change With An Open Mind.](#)
3. [Developing The Leaders of Tomorrow.](#)
4. [Building a Culture of Continuous Learning.](#)
5. [Building a Diverse Team.](#)
6. [Looking After Health & Safety.](#)
7. [Managing The Turnover Rates.](#)
8. [Globalization.](#)
9. [Compliance with Laws and Regulation.](#)
10. [Retaining Top Talent.](#)

For Organization

1. [Turnover.](#)
2. [Productivity.](#)
3. [Relationships With Customers.](#)
4. [Uncertainty About The Future.](#)
5. [Financial Management.](#)
6. [Monitoring Performance.](#)
7. [Regulation & Compliance.](#)
8. [Understanding Generation Z.](#)
9. [Technology.](#)
10. [Meeting Aspirations of Employees.](#)