

HUMAN RESOURCE MANAGEMENT

(Discussion Note)

2015



*“Nurturing
potential into
performance”*

Concepts

- Determining forces for overall organizational performance
- PM vs HRM
- Integration of R –R functions of management with strategic orientation of the organization.

Importance of HRM

- To Justify the existence of organisation.
- To minimize the complexities of the organization.
- To introduce changes.
- To cope with the trend of globalization.
- To provide opportunities for competent workforce.
- To improve the commitment level of job incumbent.
- To address the social issues.

Purposes

Human Resource Management – is concerned with the people dimension of the organization which involves ***attracting, developing, and maintaining*** a quality workforce.

1. Attract a quality workforce:

Human resource planning, recruitment, and selection.

2. Develop a quality workforce:

Employee orientation, socialization, training and development, performance management.

3. Maintain a quality workforce:

Retention, health and safety, career development, retirement and employee relation.

Human Resource Practices

- Human resource planning matches staffing with organizational needs.
- Recruitment and selection attract and hire qualified job applicants.

Practices

- Orientation and socialization program integrates new as well as existing employees into the organization.
- Training and development efforts continually improves employee skills and capabilities.

Practices

- Performance management techniques appraise individual accomplishment, enrich, explore, and capitalize their inner potentials through different direct and indirect intervention programs.
- Appropriate and adequate compensation fosters motivation and satisfaction.

Practices

- Retention and career development provides career paths and options.
- HR Inventory and HRIS provides necessary data's for policy formulation and decision making.

Practices

- Late career management ensures the commitment.
- Effective IR system builds understanding between all concerned.