

HRM AS A PROFESSION ?

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HRM IS A PROFESSION ?

- With the passage of time, HRM has emerged as a distinct discipline.
- Before analysing whether it is a profession or not, it is necessary to identify the essential attributes of a profession.




WHAT IS PROFESSION

- A paid occupation, especially one that involves **prolonged training and a formal qualification.**
- A **profession** is a disciplined group of individuals who adhere to **ethical standards.**
- Professionals are governed by **codes of ethics, and profess commitment to competence, integrity and morality, altruism,** and the promotion of the public good within their expert domain.



CHARACTERISTICS OF A PROFESSION

- A specific body of organised and systematised knowledge.
 - Prescribed academic qualification for entry into the profession.
 - Formal methods of training.
 - Existence of a representative professional association.
 - Charging of fees based on service rather than monetary gain.
 - Continuous drive for progress through members of an association.
 - Code of ethics to motivate and guide the members towards desired goals.
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CHARACTERISTICS OF A PROFESSION

- Great responsibility....
- Prescribed Academic Qualification...
- Based on Specialized, Theoretical Knowledge....
- Institutional Preparation....
- Specified Course of Study ...
- Clients rather than customers....
- Direct Working Relationships....
- Ethical Constraints
- Long term of Preparation



CONCLUSION

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**HRM is a
profession, but
not full fledged
profession**

