

INTRODUCTION OF HRM

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MEANING OF HRM

- HRM is the art of Procuring, developing and maintaining competent workforce to achieve organisational goals effectively.
- The process of employing people, developing their resources, utilising, maintaining & compensating their service in tune with the job & organisational requirements with a view to contribute to the goals of the organisation, individual & the society.

DEFINITION

According to Wendell L French “ the human resource management refers to the philosophy, policies, procedures, & practice related to the management of people within an organisation.

According to Stephen P Robbins, HRM is a process consisting of the acquisition, development, motivation & maintenance of human resources.

SCOPE OF HRM

The Scope of Human Resource management into the following aspects

1. The Personnel Aspect

This aspect of HRM is concerned with the manpower planning, recruitment, selection, placement, induction, transfer, promotion, demotion, termination, training & development, layoff & retrenchment, wage & salary administration, incentives, productivity etc.

2. The Welfare Aspect:-

The welfare aspect is concerned with working conditions & amenities such as canteens, crèches, rest rooms, lunch rooms, housing, transport, education, medical help, health & safety, washing facilities recreation & cultural activities etc.

3. The Industrial Aspect:-

This aspect is concerned with employees. It includes union management relations, joint consultation, negotiating collective bargaining, grievance handling, disciplinary actions, settlement of industrial disputes etc.

IMPORTANCE OF HRM

1. Importance for the Organisation:-

HRM is important for the organisation to the following:

- Good human resource practices help in attracting & retaining the best people in the organisation.
- In order to make use of latest technology the appointment of right type of persons is essential. The right people can be fitted into new jobs properly only if the management performs its HR function satisfactorily.

- Globalisation has increased the size of the organisation who employ thousands of employees in different countries. The performance of the company depends upon the qualities of the people employed. This has further increased the importance of HRM
- HR planning alerts the organisation to the types of people it will need in the short , medium & long run.
- HR development is essential for meeting the challenges of future. The importance of HRM has increased because of the shortage of really managerial talent in the country.

2. Importance for the employees

- HRM stress on the motivation of employees by providing them various financial & non-financial incentives.
- Right organisational climate is also stressed upon so that the employees can contribute their maximum to the achievement of the organisational objectives.
- Effective management of HR promotes team wok & team spirit among employees.
- It offers excellent growth opportunities to people who have the potential to rise.
- It also encourages people to work with diligence & commitment.

3. Importance for the society:-

Good HR efforts lead to productivity gains (ration of output to input) to the society, since it enables the managers to reduce costs, save scarce resources, enhance profits & offer better pay, benefits & working conditions to employees.

OBJECTIVES OF HRM

1) Societal Objectives :-

- To manage human resources in an ethical & socially responsible manner.
- To ensure compliance with legal & ethical standards.
- To minimise the negative impact of societal demands upon the organisation.

2) Organisational Objective:-

- HR department, like any other department in an organisation, should focus on achieving the goals of the organisation first. If it does not meet this purpose, the HR department cannot exist in the long run.
- HR department should recognise its role in bringing about organisational effectiveness.
- HRM is not an end in itself. It is only a means to assist the organisation with its primary objectives.

3) Functional Objectives:-

- To maintain the HRM departments contribution at a level appropriate to the organisation's needs. Resources are wasted when HRM is either more or less sophisticated to suit the organisation's demands.
- The department's level of service must be tailored to fit the organisation it serves.
- HRM should employ the skills & abilities of the workforce efficiently. It should

aim at making the people's strength more productive & beneficial to the organisation.

- HRM should aim at providing the organisation with well trained & well motivated employees.

4) Personnel Objectives

- HRM should increase employees job satisfaction to the fullest extent.
- HRM should also meet the self actualisation needs of the employees. It should stimulate every employee to achieve his potential.
- HRM should assist the employees in achieving their personal goals, at least in so far as these goals enhance the individual's contribution to the organisation.
- HRM should develop & maintain a quality of work life. It makes employment in the organisation a desirable, personal & social situation. Organisational performance can never be improved without the quality of work life.
- The HRM should also communicate HR policies to all employees. It will help the HRM in tapping the ideas, opinions, feelings, & the views of the employees.

PERSONNEL MANAGEMENT

Meaning:- it is the process of Planning, organising, compensation, integration & maintenance of people for the purpose of contributing to organisational individual & societal goals.

Personnel management can be defined as obtaining, using & maintaining a satisfied workforce.

Definition:- Acc. to Flippo " personnel management is the planning, organizing, compensation, integration & maintenance of people for the purpose of contributing to organisational, individual & societal goals.

Acc. to Brech " personnel management is that part which is primarily concerned with human resources of organisation.

DIFFERENCES BETWEEN PERSONNEL MANAGEMENT & HRM

PERSONNEL MANAGEMENT	HRM
It is a traditional approach to managing people in the organisation.	It is modern approach to managing people in the organisation.
It focuses on personnel administration, employee welfare, & labour relation.	It focuses on acquisition, development, motivation & maintenance of HR in the organisation.
It assumes people as input for achieving the desired output.	It assumes people as in important & valuable resource for achieving the desired output.
It undertaken for employee satisfaction.	It undertaken for goal achievement.
Job design is done on the basis of division of labour.	Job design function is done on the basis of group work/teamwork.
Employees are provided with less training & development opportunities.	Employees are provided with more training & development.
Decisions are made by the top management as per the rules & regulation of the organisation	Decisions are made collectively after considering employee's participation, authority, decentralization, competitive environment etc.

It focuses on increased production & satisfied employees	It focuses on effectiveness, culture, productivity & employee's participation.
It is concerned with the personnel manager.	It is concerned with all levels of managers from top to bottom.
It is a routine function.	It is a strategic function.

