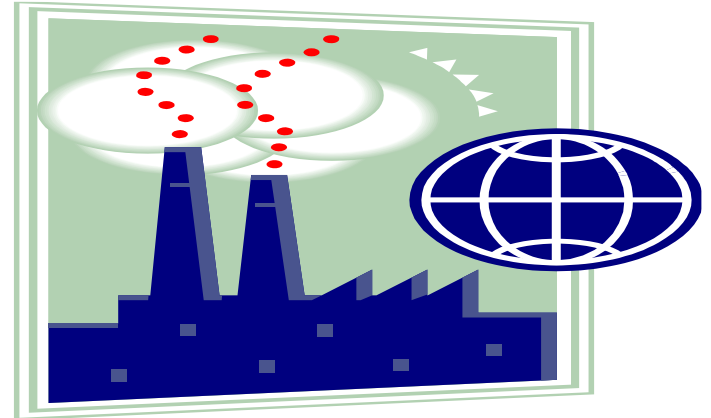


Human Resource Management, An Evolution.

Session - 1

Britain Industrial revolution (1700-1785)

- Organization of Production
 1. Domestic system.
 2. Putting out System.
 3. Factory System.



Robert Owen and New Lanark.

- “Man is a creature of circumstances” was Owen’s philosophy and he appreciated the vital part played by human factor in industry. He emphasized on equal attention to be paid to human machines along with Inanimate machines.
- He believed that worker output is influenced by environment both on and off the job.
- His labor Policies were paternalistic attracting wide attention.

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The intervention by Robert Owen (1800-1825) were widely visible in efforts such as,

- Building houses and streets.
- The minimum working age for children were raised.
- Working hours were reduced.
- Crèches for working mothers.
- Free medical care.
- Meal facilities.
- Schooling.
- Evening recreation centers.

Welfare Movement

- In the early period of industrialization the extraordinary codes of discipline and fines imposed by factory owners were in part a response to the serious problem of imposing standard of discipline and regularity on an untrained work force.
- In the 1840's common humanity and political pressure began to combine with enlightened self interest among few employers to follow alternative ways of managing the workforce other than coercion and sanction.
- During the period of 1890's In Britain and North America Many employers adopted measures of general welfare for their workers. Many adopted a paternalistic approach for managing the employee.

Some Evidences.

- Appointment of 'industrial welfare' workers and establishment of model factory villages.
- Paternalistic employer policies were more evident in North America and Germany
- In USA Henry Ford's auto plant established a Sociological Dept to administer personal policies.
- The world war (I) gave an impetus to industrial welfare activities.

Cont...

- Women were induced to enter industry for the first time. and in 1918 about 1000 women supervisors had been appointed to observe and regulate the conditions of work.
- In India TATA steel initiated welfare measures such as maternity benefit, Leave with wages and profit sharing bonus.

The beginning of scientific management.

- The period of 1920-30 witnessed three major developments which began to influence the internal practices of organization and the way employers viewed their human resources.
 1. Rationalization.
 2. Taylors.
 3. Human relation Movement.

The growth of Personal Management

- The increased pressure arises out of public policy and rise of trade unionism and collective bargaining perpetuated in the evolution of personal Management.
- In 1943 there were nearly 5500 personnel officers in factories employing over 250 employees.
- In 1946 the institute of labor management changed its name to institute of personal management.

The Ascendancy of HRM.

- Till 1960's the term Personnel management was widely used in the literatures. The substitution took place Post 1960.
- 1980 was considered as a watershed year for the discipline and considered a product of both the political ideology and the new economic order of the late.
- It is that part of the management process that specializes in the management of people in the work organization.

Cont...

- HRM emphasizes that employees are critical to achieve a sustainable competitive advantage, Human resource practices are need to be integrated with the corporate strategy and that human resource specialists help organizational controllers to meet both efficiency and equity objectives.