

Human Resource Management

Human Resources

- Human resources are the sum total of the inherent abilities, acquired knowledge, skills and aptitude of employees.

Importance of Human Resources

- Non – human resources (e.g., materials, machines, money, etc.) remain idle without the proper use of human resources.
- Organisations that acquire, develop, stimulate and keep outstanding workers will be both effective and efficient.
- If human resources are neglected or mismanaged the organisation is unlikely to do well.

Need for HRM

- Human resources have different needs, attitudes, values and they behave differently. Performance of the organisation is directly related to the quality of its human resources. So human resources are to be utilised fully in order to achieve organisational goals.
- HRM tries to understand properly the psychology and the different needs of the personnel and establishes a suitable organisational structure for maintaining a desirable working relationship among all the members of the organisation.

HRM Definition

- According to Edwin B. Flippo- “HRM is the planning, organising, directing and controlling of the procurement, development, compensation, maintenance and separation of human resources for achieving desired organisational goals”.

- HRM can be defined as a process of procuring, developing and maintaining competent resources in the organization so that goals of an organization are achieved in an effective and efficient manner.
- In other words HRM is an art of managing people at work in such a manner that they give best to the organisation.

Objectives of HRM

1. Maximum individual development
2. Healthy industrial relation
3. Optimum utilisation of Human resources
4. Maintaining desirable working relationships
5. Development of team spirit
6. Satisfying employees interests
7. Satisfying management's interests
8. Creating a disciplined atmosphere
9. Improving organisational effectiveness

1. Maximum individual development

- HRM provides opportunities for advancement of employees through training and job education. It encourages each employee to raise his full potential.

2. Healthy industrial relation

- Healthy relations between employer and employees and among the employees leads to industrial peace. HRM maintains harmonious relations by solving their problems through the process of collective bargaining.

3. Optimum utilisation of human resources

- HRM makes effective and efficient utilisation of human resources. It utilises employees efforts, talents and skills effectively by creating the proper atmosphere for work.

4. Maintaining desirable working relationships

- HRM aims to establish and maintain productive, satisfying and self-respecting relationships among the members by defining the responsibility and authority for each job and its relation with other jobs.

5. Development of team spirit

- HRM develops team spirit among the employees. It develops a sense of belongingness and co-operative attitude among the employees.

6. Satisfying employees interests

- HRM aims to provide healthy working conditions so that the employees perform their jobs efficiently and effectively. HRM also contributes in providing proper monetary and fringe benefits.

7. Satisfying management's interests

- HRM aims to achieve the goals of the organisation by maintaining healthy working conditions and utilising the human resources efficiently.

8. Creating a disciplined atmosphere

- HRM helps to develop a sense of discipline among the work force engaged in the organisation.

9. Improving organisational effectiveness

- HRM aims to maintain a high morale and better human relations inside an organisation by improving the working conditions which contributes to organisational effectiveness.