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HUMAN RESOURCES MANAGEMENT

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**ABSTRACT**

HRM is central to management teaching and research and has emerged in the last decade as a significant field from its earlier roots in personnel management, industrial relations, and industrial psychology.

**Keywords:** Management, Control, Motivation, Supervision, Corporation

**Introduction**

Human Resource Management is the organizational function that deals with issues related to people such as compensation, hiring, performance management, organization development, safety, wellness, benefits, employee motivation, communication, administration, and training.

The acquisition function begins with human resource planning. It includes the job analysis, recruitment, selection, and socialization of employees. The development function includes employee training, management development, and career development.

The motivation function begins with recognizing that individuals are unique, and the motivational techniques (job satisfaction, employee performance appraisal, and compensation) must reflect the needs of each individual. The maintenance function is concerned with providing those working conditions to maintain employees' commitment to the organization. The relationship between managers and employees must be handled effectively if both the employees and the organization prosper together.

Experts have reviewed a lot of articles on HRM and identified a few major features of HRM.

1. HRM is an art and a science.
2. HRM is pervasive.
3. HRM is a process.
4. HRM is a continuous process.
5. HRM is a service function.
6. HRM must be regulation-friendly.
7. HRM is Interdisciplinary and fast-changing.
8. HRM is Focused on results.
9. HRM is People-centered.
10. Human Relations Philosophy.
11. HRM is an Integrated Concept.
12. HRM Develops Team Spirit.

HRM is not a profit center. It serves all other functional departments. But the basic responsibility always lies with the line managers. HRM is a staff function – a facilitator. The HR Manager has line authority only within his own department but has staff authority as far as other departments are concerned. HRM is performance-oriented. It has its focus on results rather than on rules. It encourages people to give their 100%. It tries to secure the best from people by winning wholehearted cooperation.

HRM is a philosophy, and the basic assumption is that employees are human beings and not a factor of production like land, labor, or capital. HRM recognizes individuality and individual differences. HRM in its scope includes the personnel aspect, welfare aspect, and industrial relations aspect in itself. It is also integrated as it concerns not only acquisition but also development, utilization, and maintenance. HRM tries to develop the team spirit of the full organization. Team spirit helps the staff to work together in achieving the objectives of the organization. Nowadays, more importance is given to teamwork and not to individuals.

Human resources specialists are usually charged with determining employee satisfaction — often an ambiguous measurement at best. With carefully designed employee surveys, focus groups, and an exit interview strategy, human resources determines what underlies employee dissatisfaction and addresses those issues to motivate employees. Human resources develop performance management systems. Without a human resources staff person to construct a plan that measures performance, employees can wind in jobs that aren't suitable for their skills and expertise.

Additionally, employees whose performance falls below the employer's expectations can continue on the payroll, thereby creating Wasted money on low-performing employees.

Through succession planning, the company identifies employees with the promise and requisite capabilities to eventually transition into leadership roles. This is an important function as it can guarantee the organization's stability and future success.

Employers of choice are the companies that receive recognition for the way they treat employees; they are the companies for whom people want to work. Becoming an employer of choice means human resources balance recruiting the most qualified applicants, selecting the most suitable candidates, and retaining the most talented employees. Without a proper setup for HRM, any organization is bound to suffer from serious problems while managing its regular activities. For this reason, today, companies must put a lot of effort and energy into setting up a strong and effective HRM.

Human Resource Management brings organizations and people together so that the goals of each are met. The nature of HRM includes:

- Broader function.
- People-oriented.
- Action-oriented.
- Development-oriented.
- Continuous function.
- Future-oriented.

The components of Human Resources Management are as follows:

1. Human Resources Planning.
2. Job and work design.
3. Staffing.
4. Training and development.
5. Performance appraisal and review.
6. Compensation and reward.
7. Employee protection and representation.
8. Organization improvement.

Human Resources Planning is the process of assessing the organization's human resources needs in the light of organizational goals and making plans to ensure that a competent, stable workforce is employed. The planning process includes analyzing skill levels among employees and in the external labor market of current and expected job openings, plans for expanding or reducing staff throughout the organization, and the external legal environment. The planning process is closely related to the staffing process and depends on the organization's overall strategic plans.

It specifies the task to be performed by individuals and groups within the organization and establishes the rules, schedules, and working conditions under which people perform those tasks. Through careful design or circumstance or both events converge to create jobs to which people are assigned and conditions surrounding those jobs. Some of the systems used to help manage job design include time and motion study and work simplification, aiming to do jobs easy to learn and workers more efficiently. Other job design systems, such as job enrichment, involve restructuring jobs to make them more interesting and challenging. Periodic discussions within a work team about the allocation of tasks can be considered a job design system.

Staffing is the process that results in the continuous assignment of workers to all positions in the organization. This broad process includes the following activities. Attracting qualified people to the organization, selecting from among candidates; bringing new people from aboard, assigning and maintaining them to their jobs; reassigning employees through transfer, promotion, or demotion and ultimately managing employees' operation through resignation and discharge or retirement.

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