

# FACULTY OF JURIDICAL SCIENCES

# Lecture-1



# **Human Resource Management**

Human resource management (HRM) is the department of a business organization that looks after the hiring, management, and firing of staff.

HRM focuses on the function of people within the business, ensuring best work practices are in place at all times.

Human resource management (HRM) is the strategic and comprehensive approach to the management of an organization's most valued assets - its people. It is responsible for the attraction, selection, training, assessment, and rewarding of employees, while also overseeing organizational leadership and culture, and ensuring compliance with employment and labor laws. HRM is also concerned with organizational development and performance management.

Human resources (HR) is the department within a company responsible for recruiting, training, and managing employees, as well as maintaining employee relations and compliance with relevant laws and regulations.

**Pigors and Myers** – “It is basically a method of developing potentialities of employees so that they feel maximum satisfaction of their work and give their best efforts to the organization”.

**Byars and Rue** – “Human resource management encompasses those activities designed to provide for and coordinate the human resources of an organization Human resource functions refer to those tasks and duties performed in organizations to provide for and coordinate human resources”.

**Ivancevich and Glueck** – “Human resource management is the function performed in organizations’ that facilitate the most effective use of people (employees) to achieve organizational and individual goals”.

**Edwin Flippo defines HRM as-** “planning, organizing, directing, controlling of procurement, development, compensation, integration, maintenance and separation of human resources to the end that individual, organizational and social objectives are accomplished”

**According to French Wendell**- “Personnel management is a major component of the broader managerial function and has roots and branches extending throughout and beyond each organization. It is a major sub-system of all organizations.”

**According to French Wendell** – “Human Resource Management is the recruitment, selection, development, utilization of an accommodation to human resources by organizations.”

**According to Gary Dessler** – “Human Resource Management is the process of acquiring, training, appraising, and compensating employees, and attending to their labour relations, health, and safety and fairness concerns.”

Human resource management is the process of bringing people and organization together so that the goals of each are met. It tries to secure the best from people by winning their whole-hearted cooperation. HRM is concerned with the development and integration of strategies which are integrated with corporate strategies and ensure that the culture, values, and structure of the organizations and the quality, motivation and commitment of its members contribute to the achievement of its goals.

Human Resource Management is a management function concerned with hiring, motivating, and maintaining workforce in an organization. Human resource management deals with issues related to employees such as hiring, training, development, compensation, motivation, communication, and administration. Human resource management ensures satisfaction of employees and maximum contribution of employees to the achievement of organizational objectives.

**According to Armstrong (1997), Human Resource Management can be defined as** “a strategic approach to acquiring, developing, managing, motivating and gaining the commitment of the organization’s key resource – the people who work in and for it.”

**According to John Bratton and Jeffrey Gold (2007),** “Human Resource Management is a strategic approach to managing employment relations which emphasizes that leveraging people’s capabilities is critical to achieving competitive advantage, this being achieved through a distinctive set of integrated employment policies, programmes and practices.”

# **Nature of Human Resource Management**

## **Managerial Process**

Human resource management is a vital part of management that includes planning, organizing, staffing, directing, and controlling human resources to achieve organizational success. It is a managerial process that effectively utilizes human resources to attain organizational goals and objectives.

## **Both Art and Science**

Human resource management is a mixture of both art and science. It is an art as it deals with qualitative attributes like creativity, knowledge, skills, and talent of the personnel. In simple words, HRM is the art of getting things done by others effectively. HRM is a science as it requires different scientific techniques for activities like recruitment, selection, training, and appraisal of employees.

## **Pervasive Force**

Human resource management, being an inherent part of an organization, is pervasive in nature. It means that HRM is present in different functional areas of management, like finance, marketing, and production, in all commercial and non-commercial enterprises. Everyone in the organization, from the top to the lowest level, must perform HRM functions regularly.

## **Improve Employee Relations**

“In order to build a rewarding employee experience, you need to understand what matters most to your people.” – Julie Bevacqua.

Human resource management is concerned with building healthy relationships between employees at various organizational levels. Every individual has different needs, goals, and expectations. HRM deals with these individual factors and motivates employees to reach their maximum potential. Moreover, it creates an organizational culture that fosters learning and growth.

## **People-Centered**

The nature of human resource management is people-centered and relevant in all types of organizations. It is concerned with every employee from the top to the bottom level. HRM value people both as individuals and as a group. Furthermore, it encourages people to develop their full potential and fulfill individual and organizational goals.

### **Development-Oriented**

The development of the workforce in an organization is crucial to the nature of human resource management. HR managers use various tools to help employees understand their strengths and unleash their potential. Regular training programs can benefit employees by improving their skills. Also, monetary and non-monetary reinforcement can help people stay motivated to perform better.

### **Action Oriented**

While human resource management does follow the rules and policies, its main focus is on action and results rather than rules. A human resource manager stresses the importance of providing effective solutions for employee problems, tensions, or controversies.

### **Forward-Looking**

Sustaining in the competitive business environment requires organizations to plan long-term strategies. HRM is a future-oriented approach that evaluates the human resource requirements and ensures the availability of required personnel in the right place at the right time. With the forward-looking nature of human resource management, managers prepare employees by motivation, training, and development to face current and future challenges in the changing business environment.

### **Continuous Process**

Human resource management is not a 'one-time' function. Rather, it is a never-ending process that must be performed continuously to achieve organizational objectives effectively. It involves a series of tasks, beginning with identifying the human resource requirement and continuing with recruitment, training, performance evaluation, and appraisal.