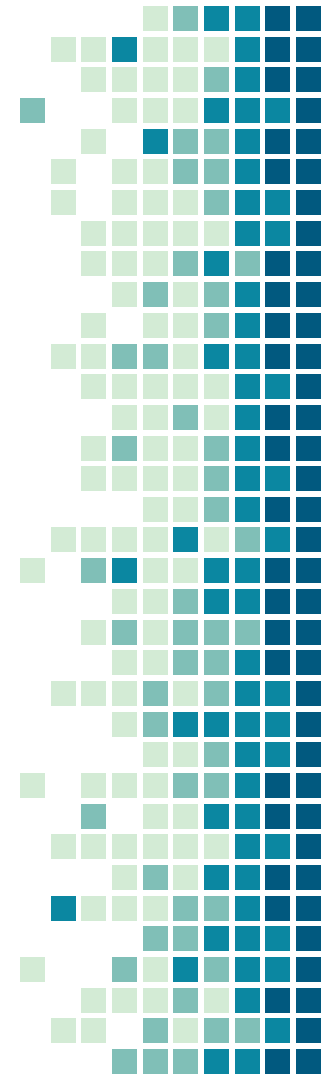


THE CONCEPTS OF HUMAN RESOURCES MANAGEMENT

- **In this student will learn:-**
- **Meaning of human resources management**
- **Evolution**
- **Objectives of HRM**
- **Importance of HRM**





TOPIC 1: CONCEPT OF HUMAN RESOURCE MANAGEMENT

Human Resource Management (HRM) is the practice of recruiting, hiring, deploying (arranging) and managing an organization's employees. HRM is often referred to simply as human resources (HR).

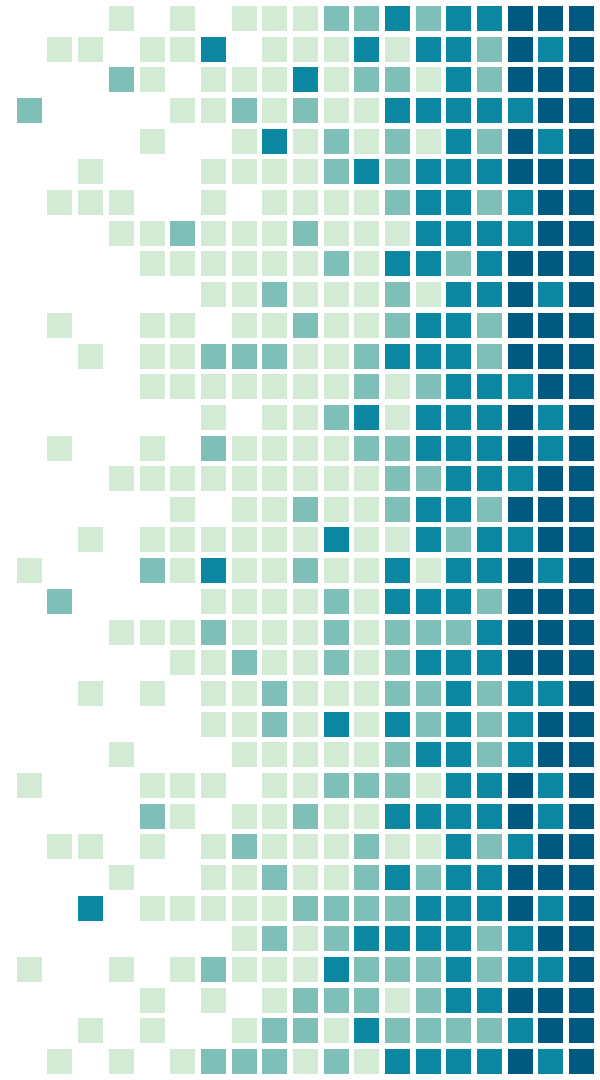
A company or organization's HR department is usually responsible for creating, putting into effect and overseeing policies governing workers and the relationship of the organization with its employees.

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EVOLUTION OF HUMAN RESOURCES MANAGEMENT

The term human resources was first used in the early 1900s, and then more widely in the 1960s, to describe the people who work for the organization, in aggregate combined). the goal is to make effective use of employees, reducing risk and maximizing return on investment

The term “human resource management” is of recent origin. In its modern connotation, it came to be used mainly from the 1980s onwards.



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During ancient times and for a long period in the medieval era, production of goods was done mainly by skilled artisans and craftsmen.

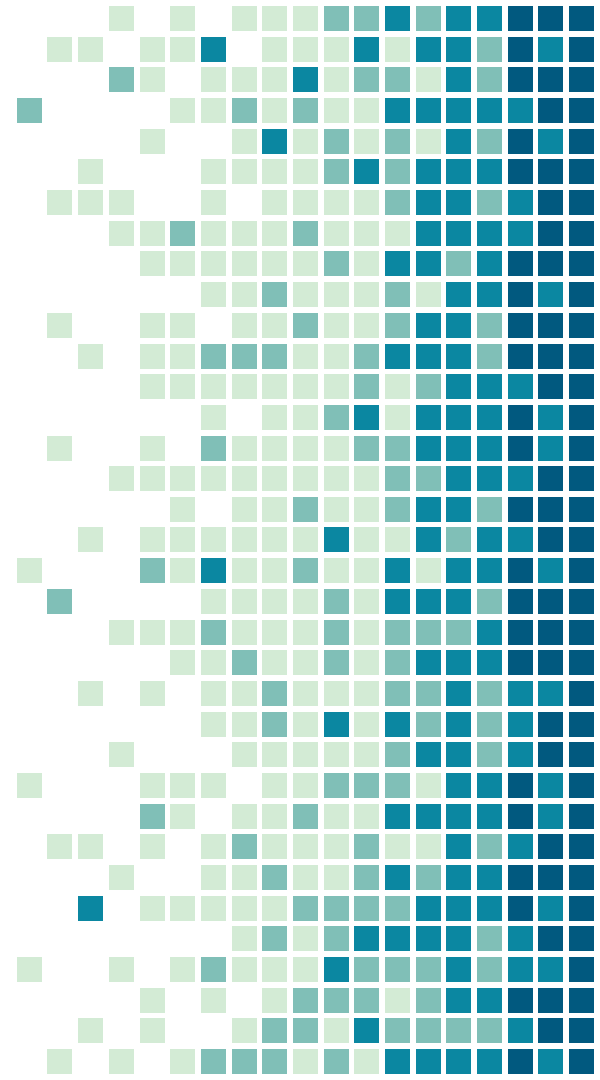
They themselves owned the tools and instruments, produced articles and sold these in the market. As such, the question of employer-employee or master-servant relationship did not arise in their cases



They managed their affairs themselves and with the help of the family members.

However, many affluent craftsmen also employed apprentices and certain categories of hired labourers.

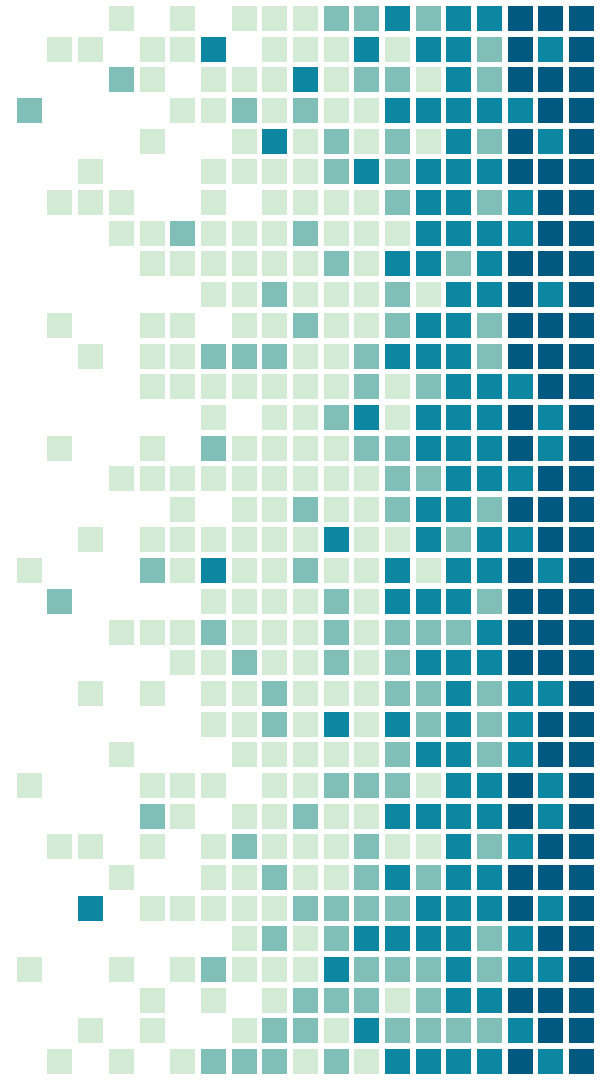
There existed a very close relationship between the master craftsmen and the apprentices, and they themselves took care of the problems facing the apprentices and their family members



Objectives Of Human Resource Management

HRM can be broken down into the following four category objectives:

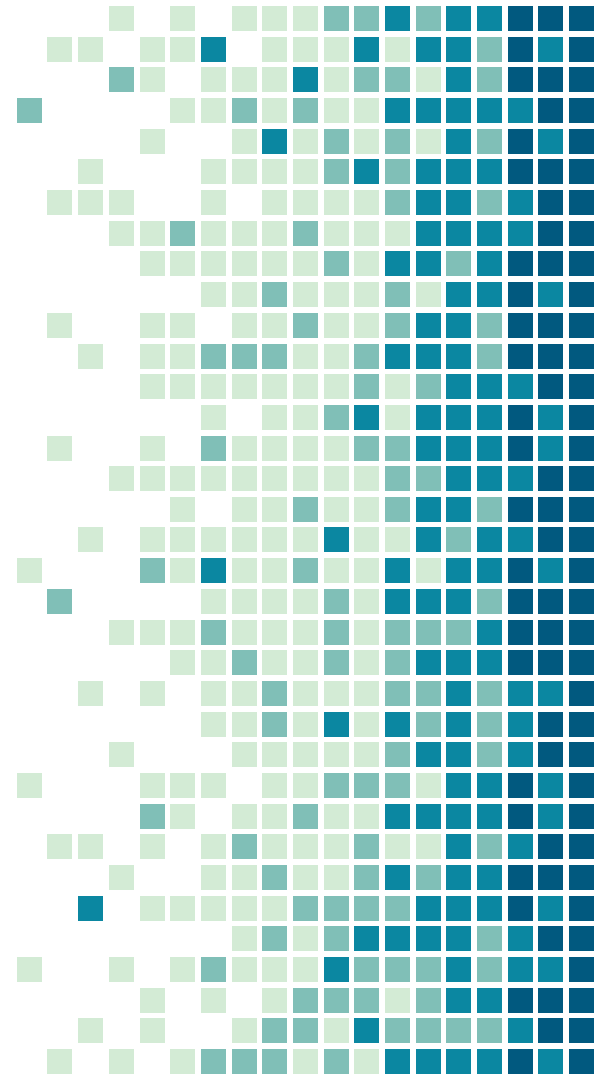
1. Societal objectives. These are measures put in place to respond to the ethical and social needs or challenges of the company and its employees. This includes legal issues such as equal opportunity and equal pay for equal work.
2. Organizational objectives. These are actions taken to ensure organizational efficiency, including providing the appropriate training, hiring the right number of employees for a given task and maintaining high employee retention rates.



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3. Functional objectives. These are the guidelines used to keep HR functioning properly within the organization. They include ensuring all HR resources are allocated to their full potential.

4. Personal objectives. These are the resources used to support the personal goals of each employee. They include opportunities for education and career development, as well as maintaining employee satisfaction.



IMPORTANCE OF HUMAN RESOURCES MANAGEMENT

1. Talent Management

The talent management team is directly responsible for employees. These HR specialists recruit, hire, develop, engage, and retain your company's employees. To do that, they need hard skills like data management, soft skills, and a formidable attention to detail.

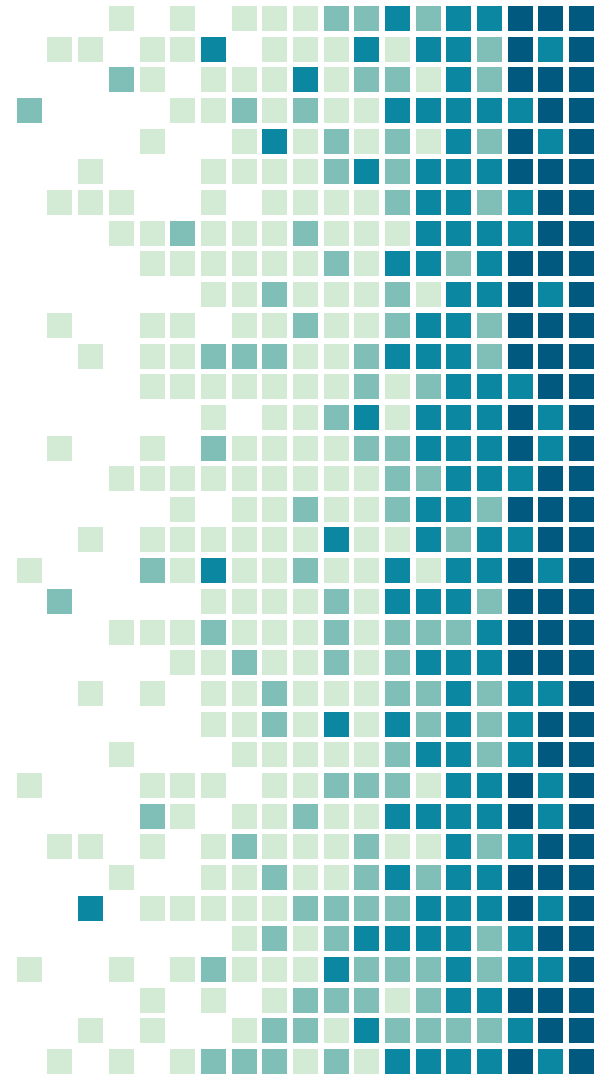
Recruiters build your company's workforce. They run the hiring process from start to finish.



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2. Compensation and Benefits

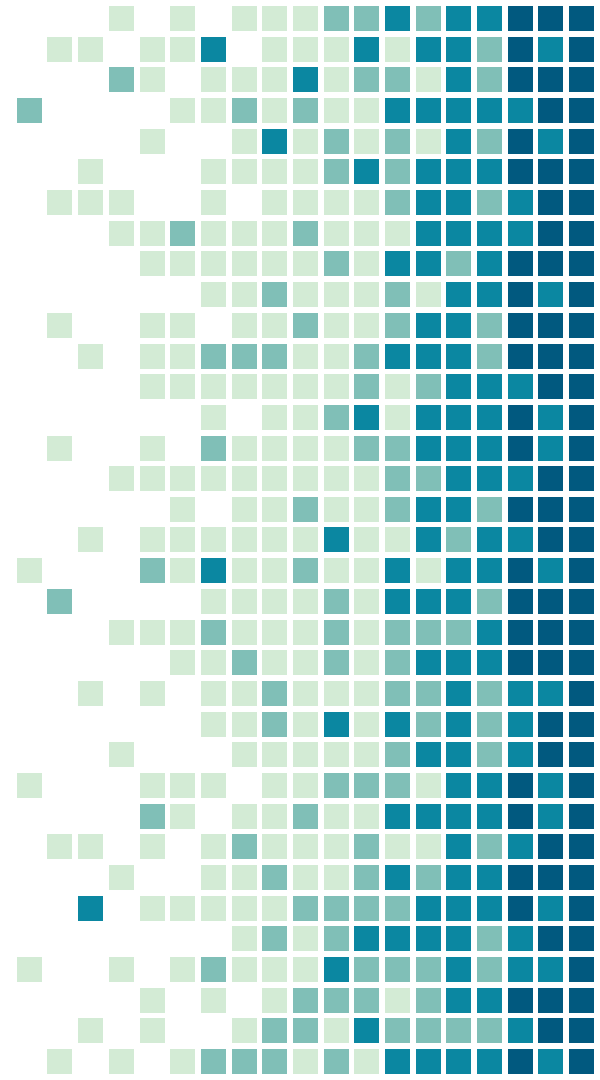
In smaller companies, your HR team may be able to combine compensation and benefits administration. The larger your organization, the more people you'll need to do these jobs. It's pretty common for big companies to split up compensation and benefits between two separate HR teams.



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3. Training and Development

Every leader wants to see their employees thrive. That means providing them with all the tools they need to succeed. Some employees need literal tools, like laptops, job-related software, or the tools of a particular trade. But all employees need tools like new employee orientation, leadership training programs, and other development opportunities.

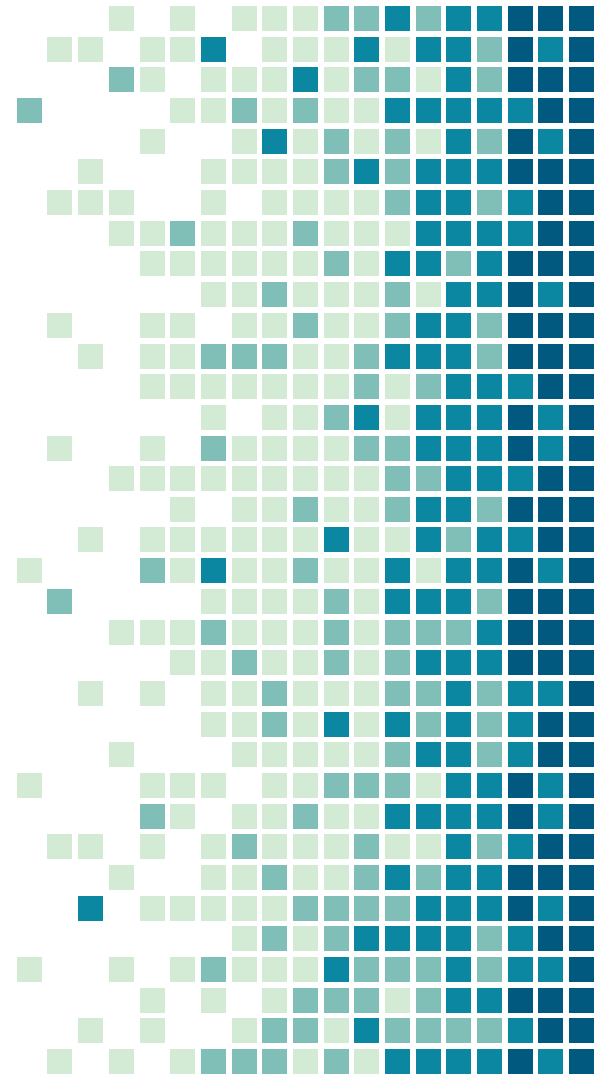


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4. HR Compliance

Legal and regulatory compliance is a critical component of any HR department. Employment and labor laws are extremely complex, and they're always changing. Without a dedicated compliance team, your company can face hefty fees or even legal consequences.

To keep a company compliant, HR needs to stay apprised of federal and state laws, upcoming regulatory changes, and relevant reporting deadlines.



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5. Workplace Safety

Providing a safe place to work is important for a long list of reasons – not only because you care about your team’s well-being. It’s also a compliance issue. The Occupational Safety and Health Act of 1970 (OSHA) requires employers to maintain a safe working environment.

Because these regulations affect workers, HR teams need to be involved. First of all, your company’s HR department should facilitate employee safety training.



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6.It ensures profitability through effective cost management. Labor costs—such as salaries, benefits, and payroll taxes—often represent the largest expense category in most organizations (up to 70 percent of the total company expense, according to one estimate). Via well-crafted policies, competitive pay and benefits, and people analytics that support better budgeting and decision-making, HR professionals help organizations keep labor costs manageable.



Roles of Human Resources Manager

1. Recruitment and Selection

Recruitment and selection is a fundamental function of HR. It involves identifying the need for a role, writing up job descriptions, defining the requirements of the role and the skill set of the right candidate, setting salary budgets, advertising to the right people, screening, interviewing, and selecting the best person for the job.

2. Training and Development

HR Training and development is vital for addressing skill or training deficits among employees and providing them with the necessary tools to strengthen their skill sets, improve their confidence, and perform more effectively. Training employees also provides benefits to a company

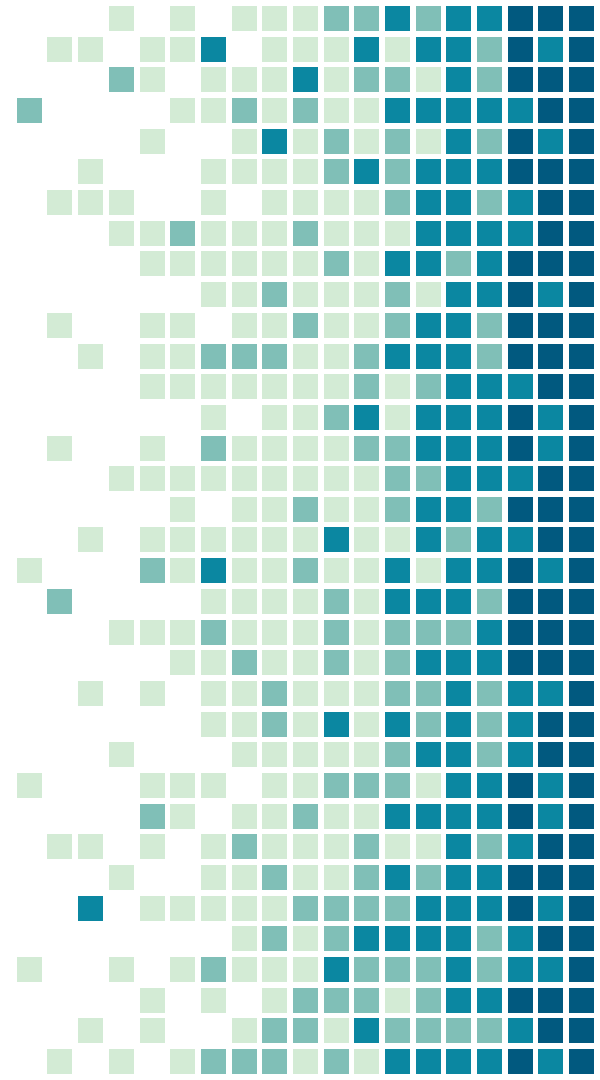


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3. Performance Management

Performance management is usually facilitated by Human Resources with the help of line managers. It is a tool to monitor progress and evaluate employees' work, attitude, efficiency, and effectiveness.

A good performance management process includes quarterly or annual appraisals or performance reviews. These enable one on one communication between employees and line managers to set clear individual goals and team goals that align with the strategic goals of the organization.



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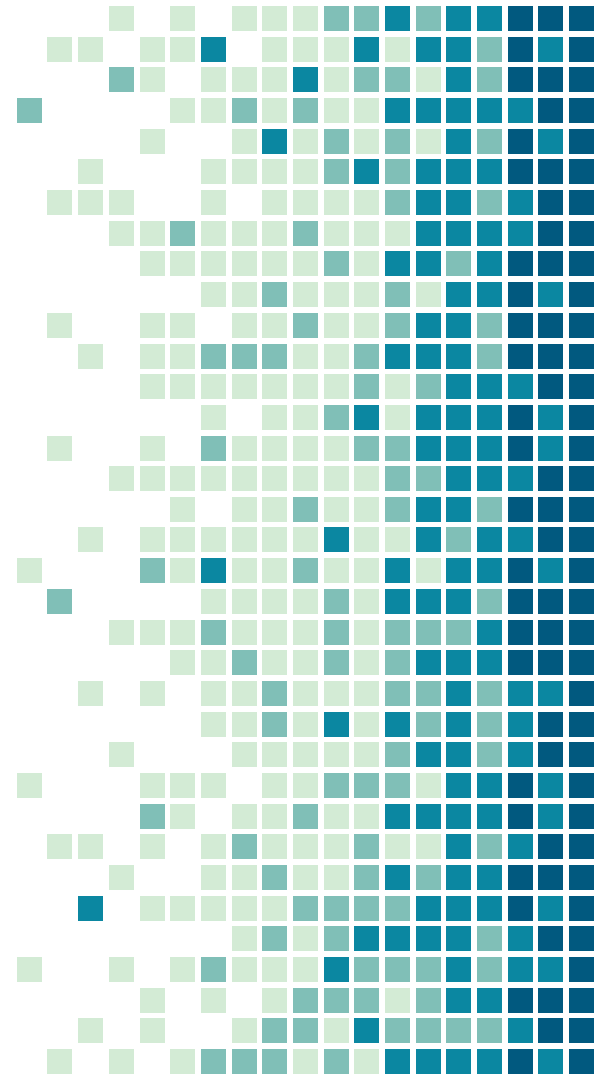
4. Employee Relations

There are two primary functions when it comes to Employee Relations (ER). Firstly, HR helps prevent and resolve problems or disputes between employees and management. Secondly, they assist in creating and enforcing policies that are fair and consistent for the whole workforce.

Good relationships lead to increased employee wellbeing. Employee Relations is a term that refers to an organization's efforts to create and maintain positive relationships between employees and their employers.

5. Employment Law and Compliance

Every HR practitioner should stay familiar and up to date with employment law and ensure the organizational policies, procedures, and benefits comply with the latest laws. Employment law is the legal framework within which the organization must operate



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6. Compensation and Benefits

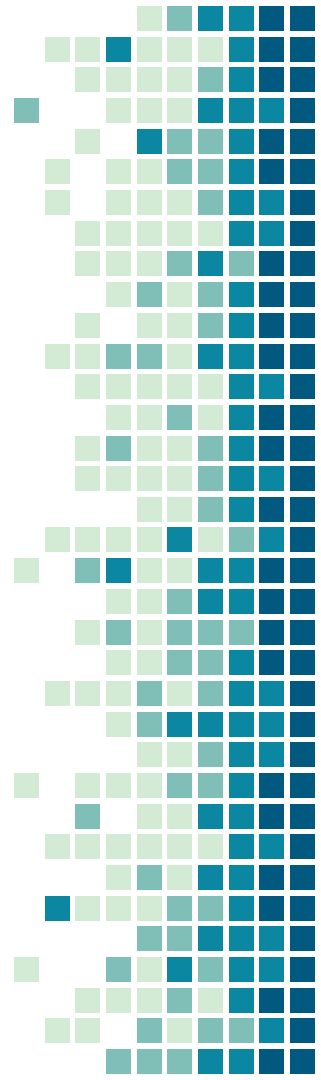
Compensation and benefits is likely every employee's favorite HR function. Compensation is the basic salary that is agreed upon with each employee.

7. Administration, Payroll & HR Systems

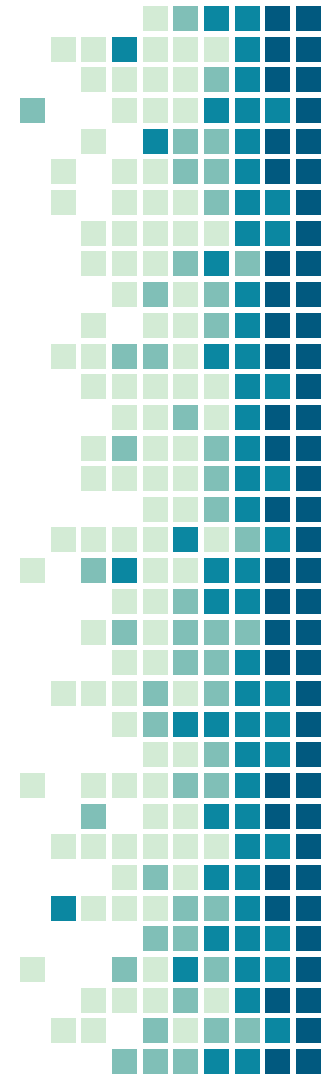
Developing systems, maintaining employee data, calculating taxes, prorating working hours and holidays, and paying salaries are some of the administrative duties that usually fall under HR.

HR administration is generally the first role HR professionals take on in their careers and it is essential to understanding the rest of the HR functions





Any Question?



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