

Meaning of Human Resource Management

Human resource management may be defined as a set of policies, practices and programmes designed to maximize both personal and organizational.

Definitions of HRM

According to Flippo:- Human resource management is the planning, organizing, directing and controlling of the procurement, development, compensation, integration, maintenance and reproduction of human resources to the end that individual, organisational and societal objectives are accomplished.

Objectives of HRM

1. To manage human resources in an ethical and socially responsible manner.
2. To ensure compliance with legal standards.
3. HR department should recognize its role in bringing about organisational effectiveness.
4. The department's level of service must be tailored to fit the organization it serves.
5. HRM should increase employees job satisfaction to the fullest extent.

Nature of HRM

1. People oriented.
2. Based on human relations.
3. Integral part of the process of management.
4. Continuous process.
5. Comprehensive function.
6. Science as well as Art.

Need of HRM

1. To improve the operational efficiency.
2. To create understanding between workers and management.
3. Coping with changing environment.
4. Change in political philosophy.
5. Develop Organizational commitment.