

# UNIT-1

## HUMAN RESOURCE MANAGEMENT

# HRM

- H – Hear
- U – Understand
- M – Moves
- A – Adjust
- N- Negotiates

# Objectives

- After studying this unit, you will be able to:
- Understand the basic concepts of human resource management (HRM).
- Explain what human resource management is and how it relates to the management process.
- Provide an overview of functions of HRM.
- Describe how the major roles of HR management are being transformed.
- Explain the role of HRM in the present millennium.

# INTRODUCTION

- Since mid 1980's Human Resource Management (HRM) has gained acceptance in both academic and commercial circle

# WHAT IS HRM

## MEANING OF HRM

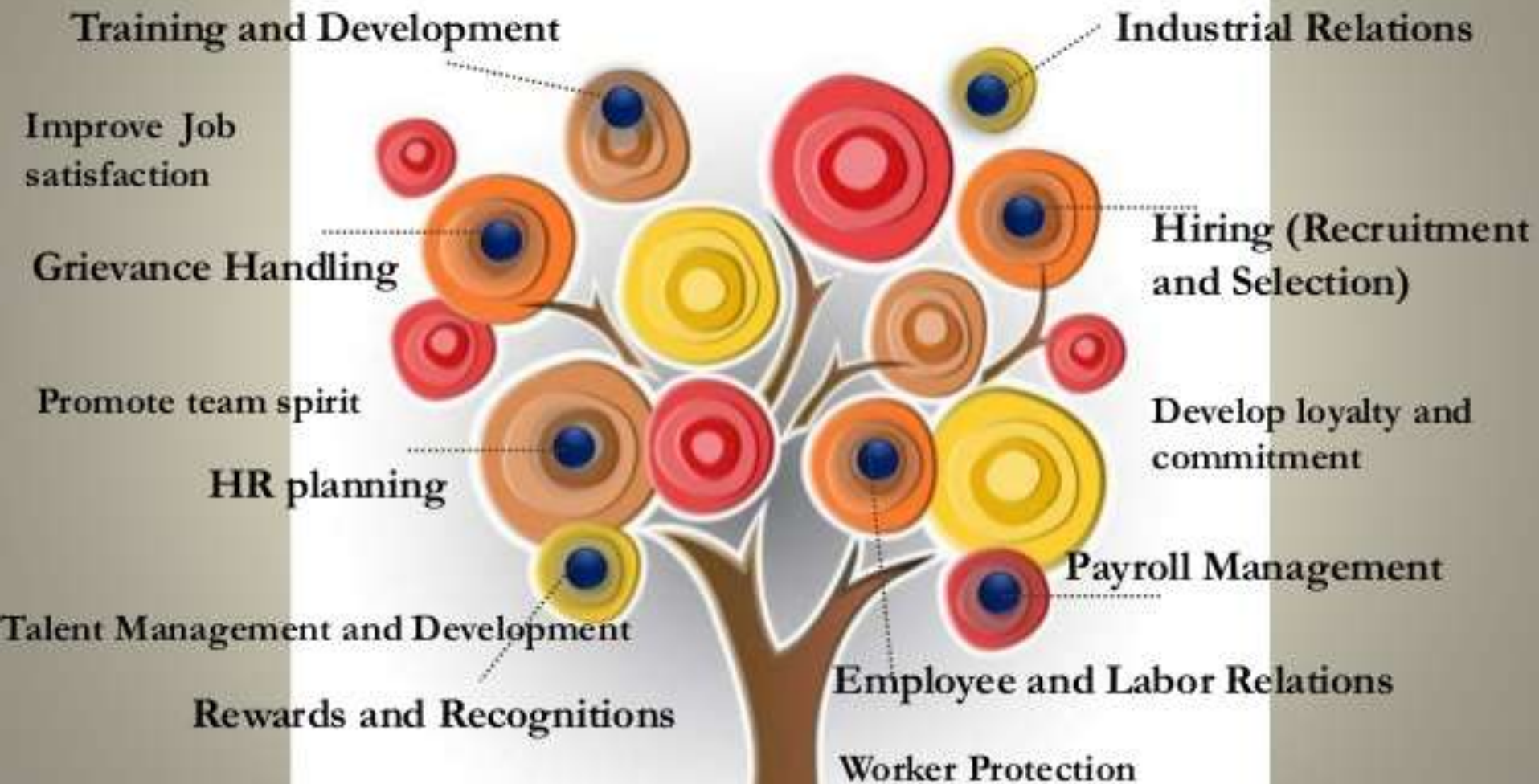
**Human Resource Management** in simple words stands for managing the employees of an organisation.

It is the process of putting right people to the right task thereby making maximum use of the employees' talent and abilities to achieve the desired goals and objective.

## DEFINITION OF HRM

Edwin Flippo defined 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 achieved.”

# Role of Human Resource Manager



Therefore, HRM is about developing and managing harmonious relationships at workplace and striking a balance between organizational goals and individual goals.

# HRM Objectives & Functions

## Societal objectives

1. Legal Compliance
2. Benefits
3. Union-management relations

## Organizational Objectives

1. Human Resource Planning
2. Employee Relation
3. Selection
4. Training & Development
5. Appraisal

## Functional Objectives

1. Appraisal
2. Placement
3. Assessment

## Personal Objective

1. Training & Development
2. Appraisal
3. Placement
4. Compensation
5. Assessment

# **FUNCTIONS**

**Major functions of human resource management are**

**MANAGERIAL  
FUNCTION**

**OPERATIVE  
FUNCTION**

**ADVISORY FUNCTION**



# HR Planning

- Human Resource (HR) Planning
  - The process of analyzing and identifying the need for and availability of human resources so that the organization can meet its objectives.
- **So Human resource planning** is a process by which an organization ensures that



# UNIT-1

## **HUMAN RESOURCE STRUCTURE AND STRATEGIES**

# Learning Outcomes

- Understand the concept of strategic management
- Complete administrative duties accurately, systematically and within required timeframes
- Comprehend the process of strategic management
- Understand the concept of strategic human resource management

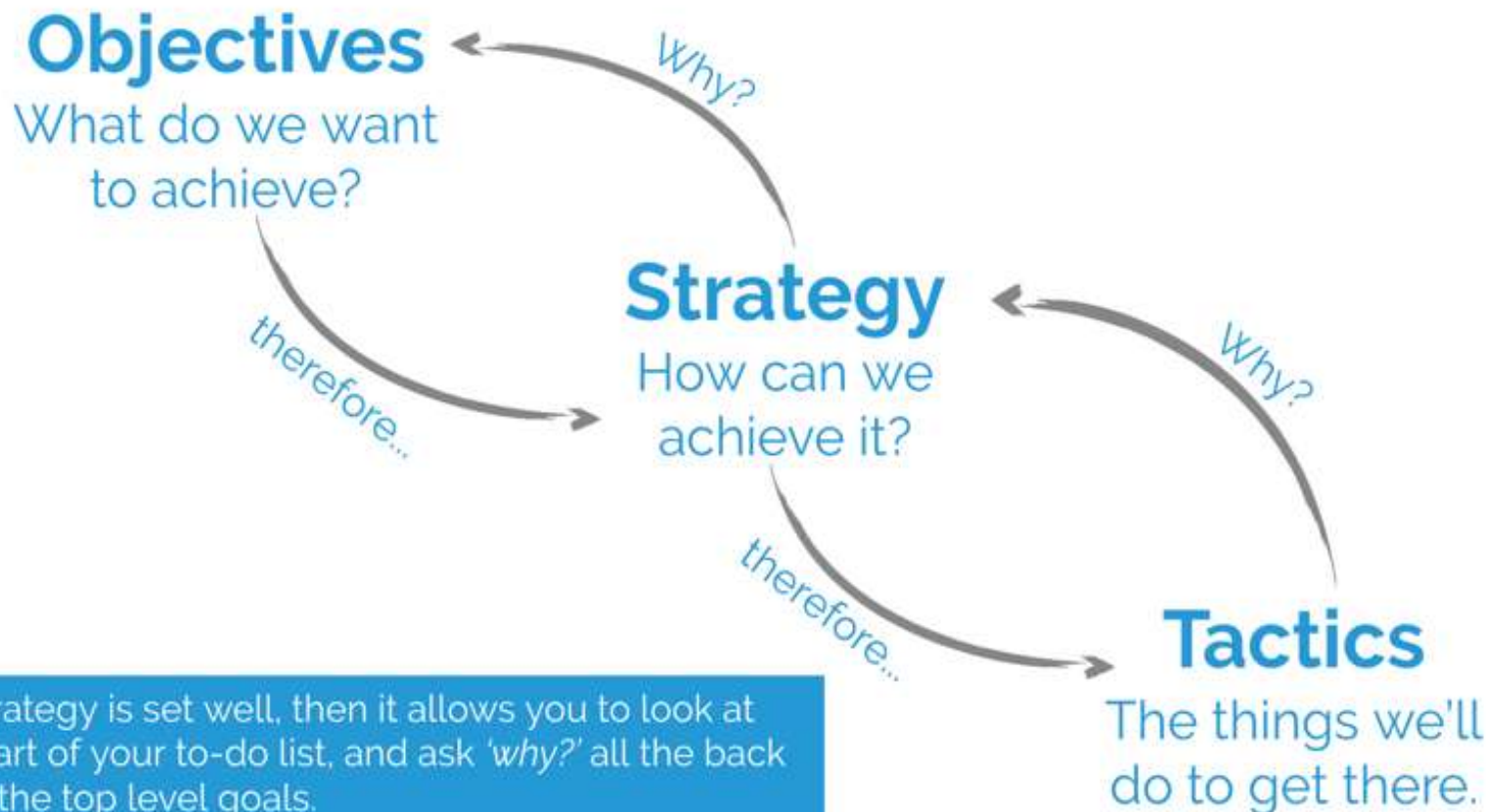
# Introduction

- A Human Resource strategy is a business' general arrangement for dealing with its human resources to adjust it to its business exercises. The Human Resource technique sets the course for every one of the critical spaces of HR, including employing, execution evaluation, improvement, and remuneration.



# What is a Strategy?

## What is 'Strategy'?

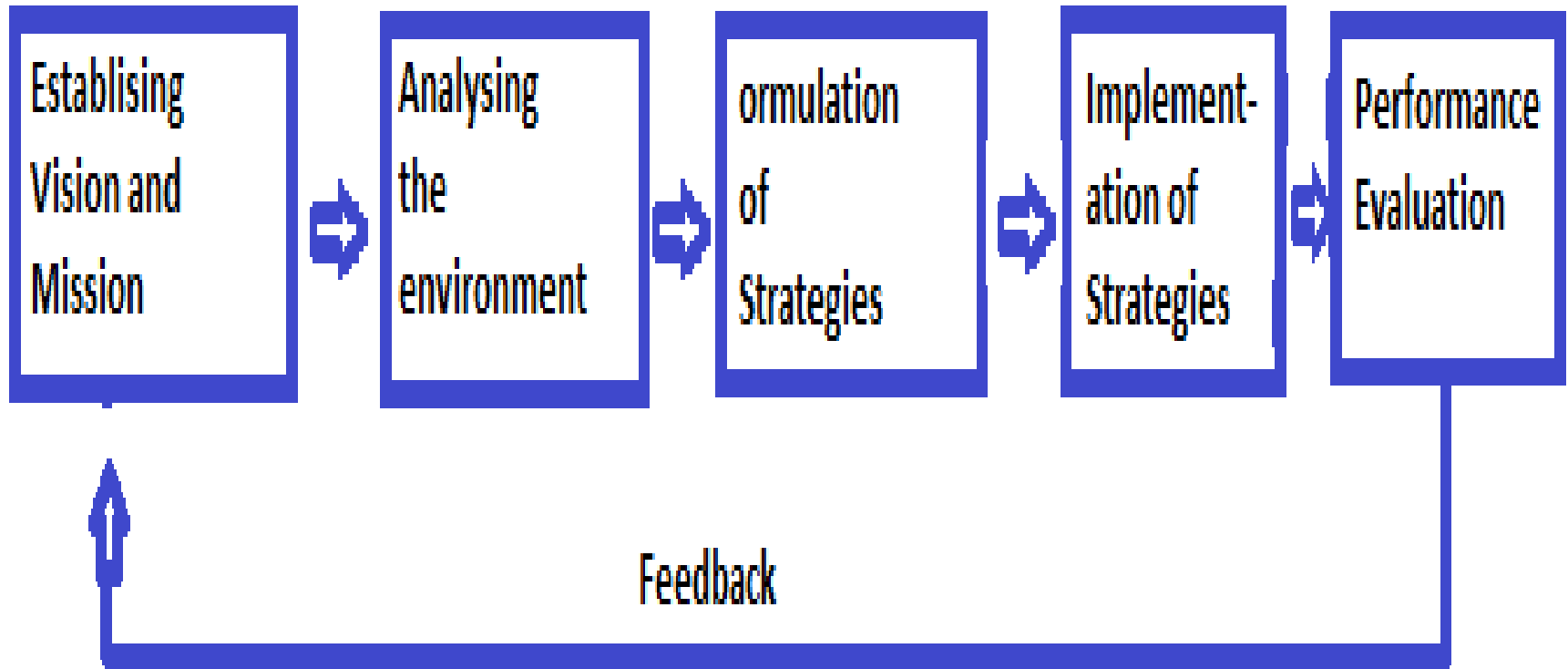


If a strategy is set well, then it allows you to look at any part of your to-do list, and ask 'why?' all the back up to the top level goals.

# Strategic Management

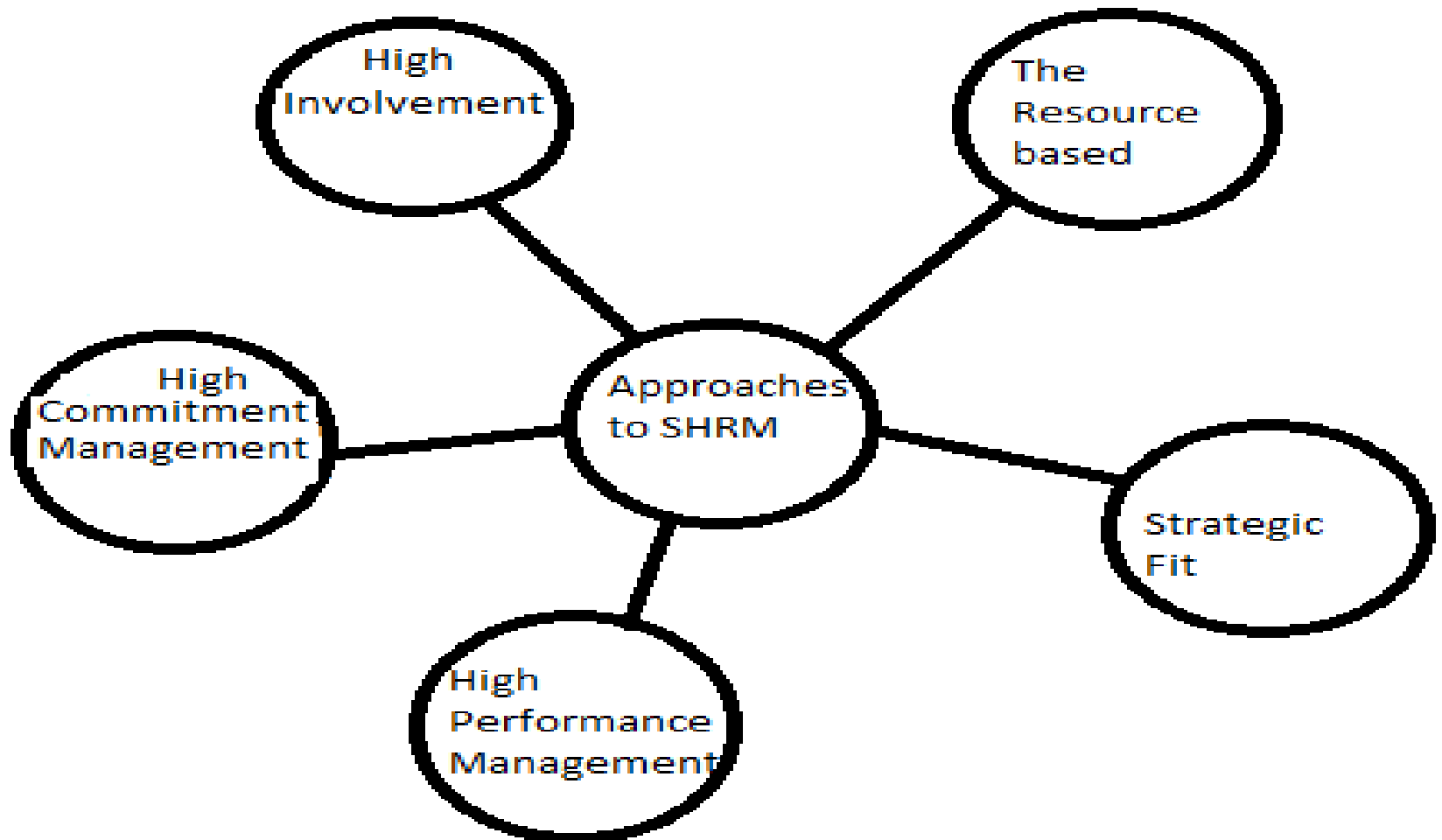
- Set of managerial decisions and actions that determines the long run performance of a business.

# Process of Strategic Management



Strategic Management Process

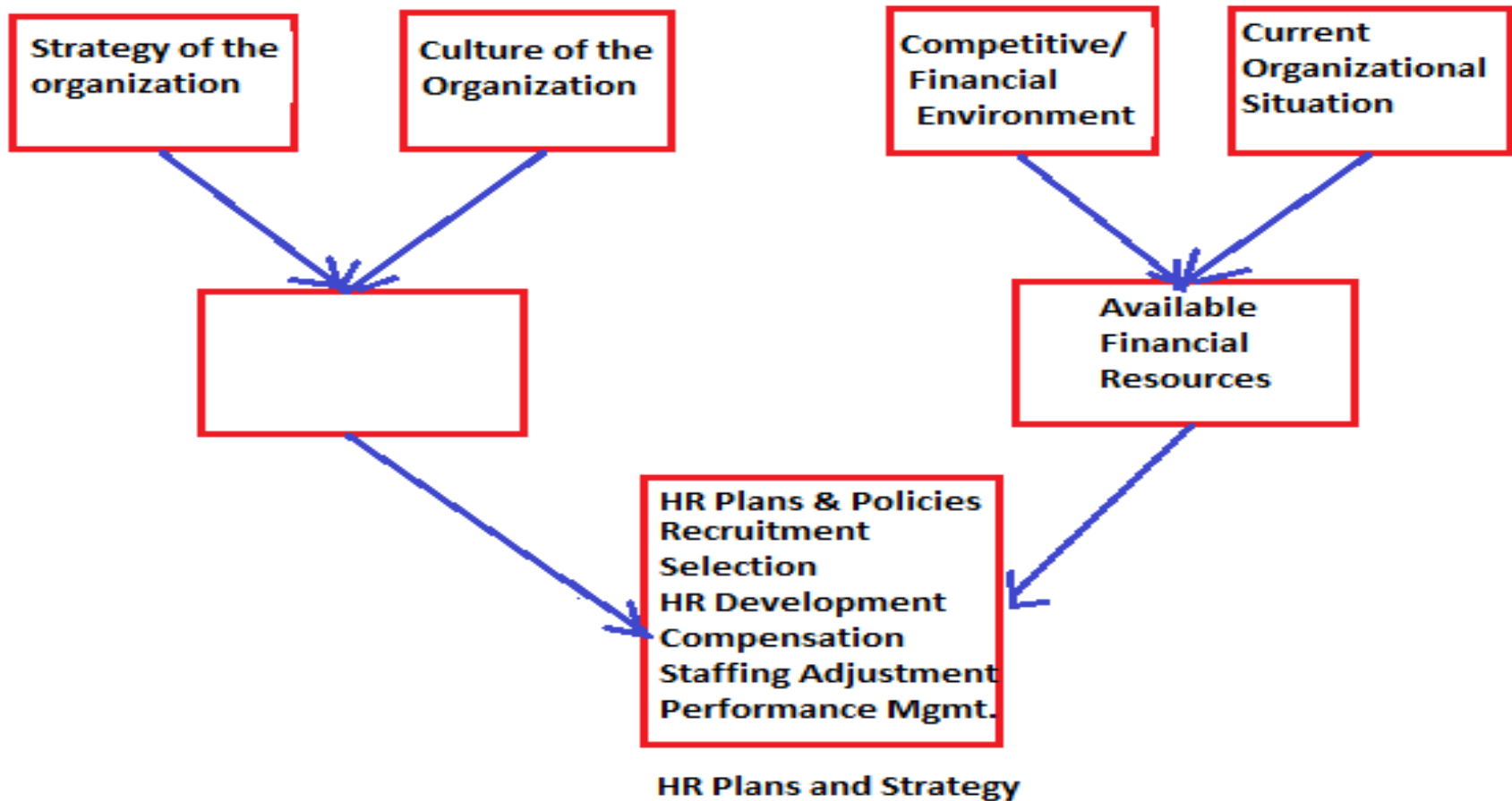
# Approaches to Strategic Human Resource Management



APPROACHES TO SHRM



# Linkage between HR Plans and Strategies



# HRM Structure

- Five elements create an **organizational structure**: job design, departmentation, delegation, span of control and chain of command.
- These elements comprise an **organizational chart** and create the **organizational structure** itself.  
"Departmentation" refers to the way an **organization structures** its jobs to coordinate work.