

Human resource management

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ABSTRACT

Human resource management is the process of acquiring, training, and appraising, compensating employees, and of attending to their labour relations, healthy and safety, and fairness concerns. TAKE OUR TWENTY PEOPLE AWAY, AND I WILL TELL YOU THAT MICROSOFT WOULD BECOME AN UNIMPORTANT COMPANY. BILL GATES. According to M L Cuming human resource management is concerned with obtaining the best possible staff for an organisation and having got them so that they want to stay and give their best to their jobs.

Dale yoder: defines Human Resource management as that part of the phase of management dealing effectively with control and use of manpower as distinguished from other sources of power.

F.E.L.Brech, human resource management is that part of management progress which is primarily concerned with the human constituents of an organizations.

Leon c Megginson, the term human resource can be thought of as, the total knowledge, skill, creative abilities, talents and aptitude of an organization's workforce, as well as the values, attitudes and beliefs of the individuals involved.

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Human resource management is the most happening function as of now. This is so because people offer competitive advantage to a firm and managing people is the domain of HRM. An organization enjoys competitive advantage when it is the only one which can offer a product at a price and at quality while its competitors cannot do so. Fast changes are taking place in the business environment. An organisation must have the ability to absorb these changes at a fast rate than in the past, not simply to prove its competency alone but to justify its existence in the dynamic business world as well.

All organizations, whether large or small must ensure themselves that they have the competent people capable of accepting this challenge. Human resource management is a relatively modern concept, which involves arrange od ideas and practices in managing people. Human resource is the most valuable resource in any organization because it can function only through people.

In other words, HRM is concerned with getting best results with the collaboration of people. It is an integral but distinctive part of management, concerned with people at work and their relationships within the enterprise. HRM helps in attaining maximum individual development, desirable working relationship between employees and employers, employees and employees, and effective modelling of human resources as contrasted with physical resources. It is the recruitment, selection, development, utilization, compensation and motivation of human resources by the organisation.

Human resources management is that process of management which develops and manages the human element of an enterprise. It is not only the management of skills but also the attitudes and aspirations of people. It is a set of policies, practices and programmes designed to maximize both personal and organisational goals. It is such a process by which the people and organisation are bound together in such a way that both of them are able to achieves their objectives.

Key words:- Team Spirit, Constituent, Attitudes, Aptitude, Contrasted, Dimensional, Inculcate, Collaboration, Appraisal.

Human resource management ; objectives.

- * To help the organization reach its goals.
- * To ensure effective utilization and maximum development of human resource.
- * To ensure respect for human beings. To identify and satisfy the needs of individuals.
- * To ensure reconciliation of individual goals with those of the organization.
- * To achieve the maintain high morale among employees.
- * To provide the organisation with well trained and well motivated employees.
- * To increase to the fullest the employee's satisfaction and self actualisation.

- * To develop and maintain a quality of work life.
- * To be ethically and socially responsive to the needs of society.
- * To develop overall personality of each employee in its multi dimensional aspect.
- * To enhance employee's capabilities to perform the present job.
- * To equip the employees with precision and clarity in transactions of business.
- * To inculcate the sense of team spirit, team work and inter team collaboration.

HUMAN RESOURCE ACTIVITIES.

In order to achieve the above objectives. Human resource management undertakes the following activities.

1. Human resource or manpower planning.
2. Recruitment, selection and placement of personnel.
3. Training and development of employees.
4. Appraisal of performance of employees.
5. Taking corrective steps such as transfer from one job to another.
6. Remuneration of employees.
7. Social security and welfare of employees.
8. Setting general and specific management policy for organisational relationship.
9. Collective bargaining, contract negotiation and grievance handling.
10. Staffing the organisation.
11. Aiding in the self development at all levels.
12. Developing and maintaining motivation for workers by providing incentives.
13. Reviewing and auditing manpower management in the organisation.
14. Potential appraisal feedback counselling.
15. Role analysis for job occupants.
16. Job rotation.
17. Quality circle, organisation development and quality of working life.

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