



Nature of HRM



**WE MAKE
HAPPY
EMPLOYEES**

1. **Inherent part of management**- selecting people, training, motivating, appraising their performance for improving their quality.
2. **Pervasive function**-present in all levels of mg in an organization
3. **Action oriented**-solve problem through rational(balanced) policies rather than record keeping
4. **People oriented**-HRM is all about people at work. Assign jobs, produce results, reward, motivate them towards improvements in productivity
5. **Future oriented**- Effective HRM helps organization meet its goals
6. **Development oriented**-HRM develops full potential of employees through reward, training, job rotation.
7. **Integrating mechanism**: HRM maintains cordial relationship between people working at various levels in organization.
8. **Comprehensive function**: Workforce signifies people working at all levels, HRM differs with form & shape but the basic objective of effective utilization of human resource remains the same.
9. **Continuous function**: HRM is not a one shot deal it requires constant awareness and alertness of human relations in every day operation.
10. **Based on human relation**: Every person has different need, perception and expectations. The manger should give due attention to these factors.

Shr Intl Hrm Mana People Dim Of Organ

M. Sivasubramanian



Shr Intl Hrm Mana People Dim Of Organ:

Magic Numbers for Human Resource Management Hugh Bucknall,Zheng Wei,2006 This book simply outlines a range of the key measures that any HR financial or business manager can use to address this situation in a more business like manner For each definition there is not only a description of the measure but also why it has vital significance to managing business better It is written as a basic text book in easy to read language but with a powerful underlying message HR managers must measure the main features of HR in order to get their voice heard at the executive table and make demonstrable impact on business operations Behavioural Dimensions in Human Resource Management M. Sivasubramanian,2006 Contributed

articles put together by Annamalai University **HRM and Performance** David E. Guest,Jaap Paauwe,Patrick M. Wright,2013-04-29 The link between HRM and performance has become an important policy issue at both a national and a corporate level HRM and Performance draws on the knowledge and expertise of a number of leading international scholars in the field of HRM to provide a comprehensive overview of the current state of HRM and identify fruitful directions for theory research and practice A central question throughout is what s next for HRM and what are the keys to the future of managing people and performance

Shr Intl Hrm Mana People Dim Of Organ: Bestsellers in 2023 The year 2023 has witnessed a remarkable surge in literary brilliance, with numerous compelling novels captivating the hearts of readers worldwide. Lets delve into the realm of bestselling books, exploring the captivating narratives that have charmed audiences this year. The Must-Read : Colleen Hoover "It Ends with Us" This touching tale of love, loss, and resilience has gripped readers with its raw and emotional exploration of domestic abuse. Hoover skillfully weaves a story of hope and healing, reminding us that even in the darkest of times, the human spirit can succeed. Shr Intl Hrm Mana People Dim Of Organ : Taylor Jenkins Reids "The Seven Husbands of Evelyn Hugo" This spellbinding historical fiction novel unravels the life of Evelyn Hugo, a Hollywood icon who defies expectations and societal norms to pursue her dreams. Reids absorbing storytelling and compelling characters transport readers to a bygone era, immersing them in a world of glamour, ambition, and self-discovery. Discover the Magic : Delia Owens "Where the Crawdads Sing" This mesmerizing coming-of-age story follows Kya Clark, a young woman who grows up alone in the marshes of North Carolina. Owens weaves a tale of resilience, survival, and the transformative power of nature, captivating readers with its evocative prose and mesmerizing setting. These popular novels represent just a fraction of the literary treasures that have emerged in 2023. Whether you seek tales of romance, adventure, or personal growth, the world of literature offers an abundance of engaging stories waiting to be discovered. The novel begins with Richard Papen, a bright but troubled young man, arriving at Hampden College. Richard is immediately drawn to the group of students who call themselves the Classics Club. The club is led by Henry Winter, a brilliant and charismatic young man. Henry is obsessed with Greek mythology and philosophy, and he quickly draws Richard into his world. The other members of the Classics Club are equally as fascinating. Bunny Corcoran is a wealthy and spoiled young man who is always looking for a good time. Charles Tavis is a quiet and reserved young man who is deeply in love with Henry. Camilla Macaulay is a beautiful and intelligent young woman who is drawn to the power and danger of the Classics Club. The students are all deeply in love with Morrow, and they are willing to do anything to please him. Morrow is a complex and mysterious figure, and he seems to be manipulating the students for his own purposes. As the students become more involved with Morrow, they begin to commit increasingly dangerous acts. The Secret History is a exceptional and thrilling novel that will keep you guessing until the very end. The novel is a cautionary tale about the dangers of obsession and the power of evil.

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