



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

**David E. Guest, Jaap Paauwe, Patrick M.
Wright**

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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

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