

Difference Between Personnel Management and Human resource Management

Particular	PM	HRM
Nature	Administrative	Wider Scope
Structure	Functions Independently	Aligned with Organization
Approach	Pluralist	Unitarist
Power Distribution	Centralized	Decentralized
Leadership Style	Transactional	Transformational
Communication	Indirect	Direct
Conflict Handling	Manage Temporary Issues	Find out root cause

Personnel Management A Human Resource Systems Approach

**William P. Anthony, Edward A.
Nicholson**



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