



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**

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 Critical Human Resource Management Dhammika Jayawardena,2021-05-31 Human resource management HRM is the predominant apparatus for people management across the world Since its inception HRM has nevertheless been subjected to critical scrutiny This work has produced a corpus of literature now referred to as Critical HRM This book on Critical HRM traces the development of the critical scholarly tradition in people management It analyzes organizes and synthesizes the various perspectives ideas and arguments that constitute this critical tradition The book identifies the current status and future trends of Critical HRM and explores its ethico political role in contemporary organizations especially in the context of widespread public concern about making business more ethical Incorporating under researched and emerging issues of people management such as the Global South and Critical HRM with more established themes of Critical HRM this book introduces Critical HRM s critique of mainstream HRM and its underpinning assumptions It illustrates how interventions have the potential to transform organizational policies and practices of managing people at work The book will be of interest to professionals researchers and academics focusing on critical issues in people management across the Global South and North **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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