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# HUMAN RESOURCE MANAGEMENT

## B.COM III (6<sup>TH</sup> SEM) (ENG)

HUMAN RESOURCE MANAGEMENT



Personnel, People at work, Manpower, Staff,  
employees

Subject Teacher-

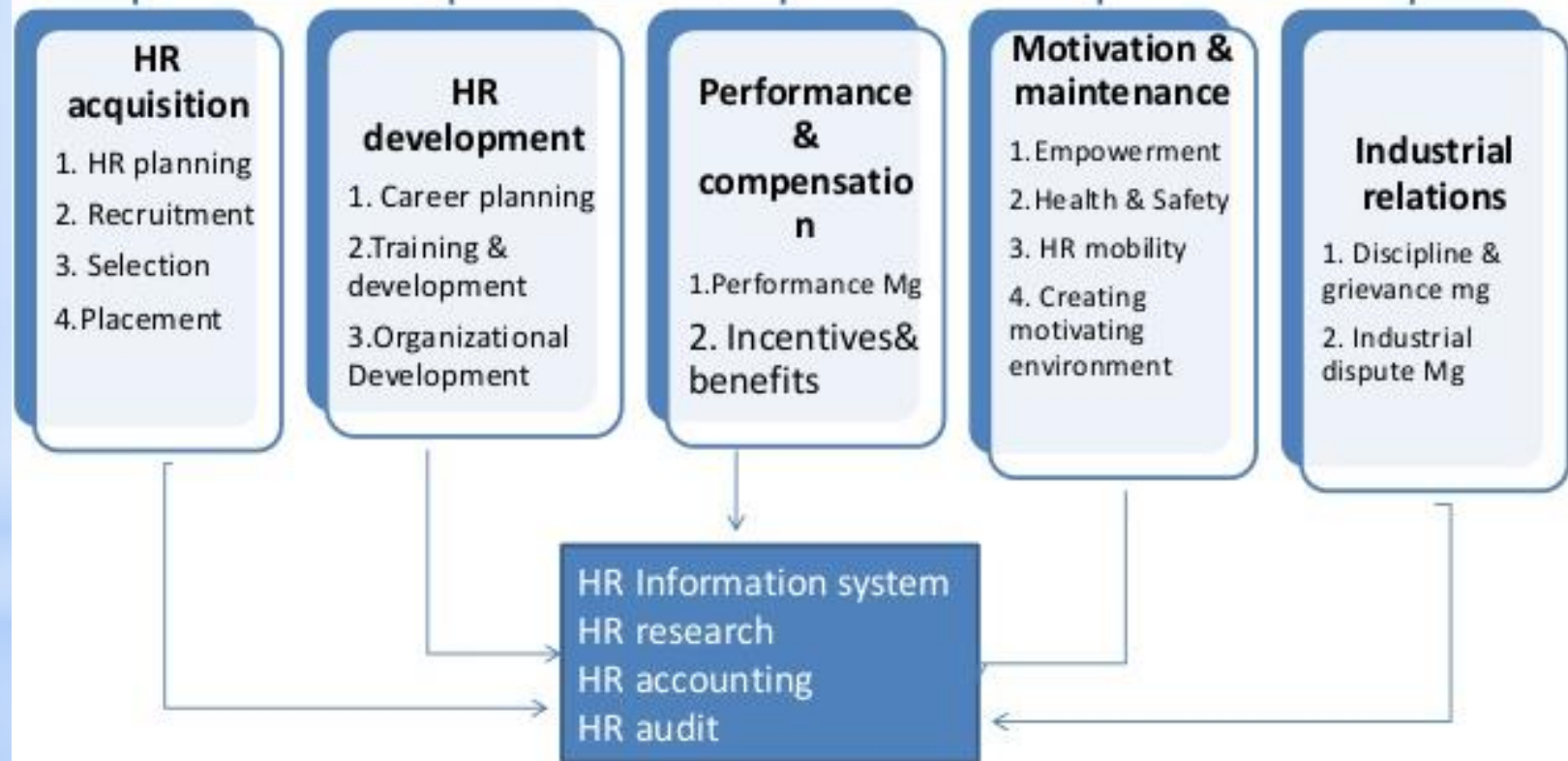
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# Definition

- Human resource management can be defined as
  - “ employing people, developing their resource, utilizing maintaining and compensating their services in tune with the job and organizational requirements”



# HRM FUNCTIONS





# 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.



# Environmental factors that affects the HRM

## Economic environment

- (a) Population & workforce
- (b) Workforce market condition
- (c) National income-Salary structure
- (d) Inflationary pressure

## Legal environment

- (a) No discrimination on sex
- (b) At least prescribed % of total employees must belong to SC & physically handicapped
- (c) Safety, working condition
- (d) Industrial relation

## Technological environment

- (a) Electronic communication
- (b) Open door policy (can communicate with any1 in organization)
- (c) Global monitoring
- (d) Virtual office ( no central place )

## Socio- cultural environment

- (a) Expectation of society
- (b) Social status of job
- (c) Achievement of work
- (d) Authority structure
- (e) Workforce mobility
- (f) Role of labour union

# Importance of HRM

**GOOD HR  
PRACTICES HELPS**

1. Attract & retain talent
2. Train people for challenging roles
3. Develop skills & competencies
4. Promote team spirit
5. Develop loyalty & commitment
6. Increase productivity & profits
7. Improve job satisfaction
8. Enhance standard of living
9. Generate employment opportunity
10. Greater trust & respect



# Qualities of HR Manager



Henry fayol categorized as

- a) Physical- health, vigor (energy, strength), address
- b) Mental- ability to understand, learn, judge & adaptable
- c) Moral – firmness, responsible, initiative, loyal, dignity (self respect)
- d) Educational- subject knowledge about function performed
- e) Technical- peculiar knowledge on function
- f) Experience – arising from work proper.

## OTHERS:

Alert mentally, competent to take quick decision, honesty & integrity, patience, good leader, socially responsible, good communicator, courteous (well mannered)





THANK YOU 😊  
ALL THE BEST DEAR STUDENTS....