

MS-108 (Human Resource Management)

Unit- 1: Introduction to HRM

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Human Resource Management (HRM)

According to Grey Dassler, *“The policies and practices one needs to carry out the people or human resource aspects of a management position, including recruiting, screening, training, rewarding, and appraising.”*

HRM Defined

According to Edwin Flippo, “*HRM involves planning, organizing, directing, controlling of procurement, development, compensation, integration, maintenance and separation of human resources to the end that individual, organizational and social objectives are achieved.*”

HRM Defined

Or we can define HRM using its functions as, *‘the process conducting a thorough job analysis for recruiting & selecting and obtaining, maintaining, & retaining competent human resources, inducting & orienting them with the organization, and looking after their placements, compensations, training & development and industrial relations’*.

Scope of HRM

- Training and Development
- Organizational Development
- Job Analysis
- Human Resource Planning
- Selection and Staffing
- Human Resource Information Systems
- Compensation Management
- Industrial Relations

Reference

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Thank You!