

MS-108 (Human Resource Management)

Unit- 2: HRM- Significance and Objectives

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Functions of HR Manager

- Job Analysis
- Manpower planning
- Recruitment
- Selection
- Induction
- Training need analysis
- Training and Development
- Compensation Management
- Counselling and Mentoring
- Performance Appraisal
- Career Advancement
- Employee Welfare
- Employee Engagement
- Grievance Handling
- Succession planning
- Team Building
- Labour Law Compliance

Importance of Good HR Practices

- ❑ Attracting and retaining the best talent from the industry;
- ❑ Training and developing people for challenging roles and responsibilities;
- ❑ Developing skills and competencies;
- ❑ Promoting team spirit among employees;
- ❑ Developing sense of loyalty and commitment among workforce;
- ❑ Increasing workplace productivity and profits;
- ❑ Improving job satisfaction of employees;
- ❑ Enhancing standard of living;

Objectives of HRM

- ❑ Managing Human Capital
- ❑ Fostering Organizational Culture
- ❑ Effective Job Design
- ❑ Harmonious Work Relationships
- ❑ Creating Safe and Health Workplace
- ❑ Employee Engagement Initiatives
- ❑ Compliance with Legal Aspects
- ❑ Training and Employee Motivation

Functions of HRM

□ Managerial Functions

Planning

Organizing

Directing

Controlling

Functions of HRM

□ Operative Functions

Procurement functions

Development functions

Motivation and Compensation

Maintenance functions

Integration functions

Emerging issues

Procurement Functions

- Job Analysis
- Human Resource Planning (HRP)
- Recruitment
- Selection
- Placement
- Induction and Orientation
- Internal Mobility

Development Function

- ❑ Training and Development
- ❑ Career Planning and Development
- ❑ Human Resource Development (HRD)

Motivation and Compensation Functions

- Job Design
- Work Scheduling
- Motivation
- Job Evaluation
- Performance Appraisal
- Compensation
- Incentives and benefits

Maintenance Functions

- Health and Safety
- Employee Welfare
- Social Security Measures

Integration Functions

- Grievance Redressal
- Discipline
- Teams and Teamwork
- Collective Bargaining
- Employee Participation and Empowerment
- Trade Union Association
- Industrial Relations

Emerging Issues

- Personnel Records
- Human Resource Audit
- Human Resource Accounting
- Human Resource Research
- Human Resource Information System (HRIS)
- Stress and Counselling
- International Human Resource Management

Responsibilities of HR Manager

- ❑ Providing Strategic Advice and Counselling
- ❑ Performing Service Activities
- ❑ Formulation and Implementation of Policies
- ❑ Employee Advocacy
- ❑ Manpower Planning
- ❑ Creating Work-culture
- ❑ Job Analysis
- ❑ Employee Engagement

Responsibilities of HR Manager (Contd.)

- Ensuring safe and healthy workplace
- Legal Compliance
- Training and employee motivation
- Counselling and Mentoring
- Employee Advocacy

Challenges for HRM

- ❑ Obtaining,
- ❑ Maintaining, and
- ❑ Retaining competitive Human Resource.
- ❑ Technological Challenges
- ❑ Status quo
- ❑ Globalization
- ❑ Alignment of individual goals towards organizational goals
- ❑ Cultural diversity and
- ❑ Changing Demographics

Changing Roles of HRM

- ❑ Strategic HRM
- ❑ Creating High Performance Teams & Work System
- ❑ Measuring Team Performance
- ❑ HR Scorecard Process
- ❑ Evaluation of Ultimate Training Outcomes

Reference

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Thank You!