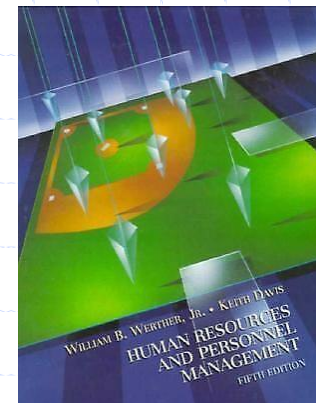


# Human Resource Management And Development

## The Human Resource Framework



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# What is Human Resource?

- ◆ Human resource describes the people who make up the workforce of an organization, industry, business sector, or economy.

# Human Resource Management Defined

- ◆ A strategic and coherent approach to the management of an organization's most valued assets – the people working there who individually and collectively contribute to the achievement of its objectives.

# Human Resource Development Defined

- ◆ A set of systematic and planned activities designed by an organization to provide its members with the necessary skills to meet current and future job demands.

# Purpose of HRM

- ◆ *"The purpose of Human Resource Management is to improve the productive contribution of people to the organization in ways that are strategically, ethically, and socially responsible."*

# Purpose of HRM

- ◆ PURPOSE is the larger Goal.
- ◆ The purpose guides the study and practice of HR management, which is also commonly called “Personnel Management”

# Objectives of HRM

- ◆ The purpose of HRM can be achieved by meeting the objectives.
- ◆ Objectives are benchmarks against which actions are evaluated.

# Objectives of HRM

HRM has four main objectives;

1. Organizational objective
2. Societal objective
3. Personal objective
4. Functional objective



# Objectives of HRM

## **1. Organizational objective:**

To recognize that HR management exists to contribute to organizational effectiveness. The HR department exists to help managers achieve the objectives of the organization. HR management is not an end in itself; is only a means of assisting managers with their human resource issues.

# Objectives of HRM

## **2. Societal objective:**

o be ethically and socially responsive to the needs and challenges of the society while minimizing the negative impacts of such demands on the organization. The failure of organizations to use their resources for society's benefit in ethical ways may result in restrictions.

# Objectives of HRM

## **3. Personal Objective:**

To assist employees in achieving their personal goal at least insofar as those goal enhance the individual's contribution to the organization. The personal objectives of employees must be met if workers are to be maintained, retained and motivated. Otherwise, employees performance and satisfaction may decline.

# Objectives of HRM

## **4. Functional objective:**

To maintain the department's contribution at a level appropriate to the organization's needs. Resources are wasted if HR management is more or less sophisticated than the organization demands.



**THANK YOU**