

Essay about Human Resource Management



I.INTRODUCTION

People are the key to business success. However nowadays of business this is often neglected and people are seen to be a necessary expense. A successful business does not just rely on a person's power instead it involves continuous effective teamwork and communication. Storey (1995) defines that human resource management is an individual approach to employment management which seeks to achieve competitive advantage through the strategic deployment of a highly committed and capable workforce, using an integrated array of cultural, structural and personnel techniques.

II.THE ROLE OF HUMAN RESOURCE MANAGEMENT

Human resource management involves several of practices such as recruitment/resourcing, administration, selection, [show more content](#).

It is necessary for human resource management to have a proper human resource planning. "Human resource planning involves planning that assure a firm's needs for employees", says Madura. She also includes that human resource planning consists of three tasks which are forecasting staffing needs, job analysis (Madura, 2007). Recruiting and selecting the right employee is not enough. There is a necessity to provide continuous training and development to the employees to be more productive and efficient. With great training, it enables the employees to be more innovative, creative, motivated and thus increase their working performance. Training can be through various types such as on the job training, off the job training, job rotation and scholarships.

Human capital management plays an important role in the recruitment process. It is essential for hiring, managing, training high performing employees. Human capital management is important for hiring the right talent, orienting him/her to the organization, making a new employee feel comfortable, training employees in order to constantly upgrade their skills, retaining employees and making employees self sufficient and prepare them for adverse conditions.

III.APPRECIATE THE EMPLOYEES

A manager must recognize the employees with knowledge and skills and encourage them to use their abilities. Organization and managers should recognize their successful business which this success depends on human capital and

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The Encyclopedia of Human Resource Management, Volume 3 William J. Rothwell, 2012-04-24 The three volumes in The Encyclopedia of Human Resource Management offer a comprehensive review of the essential issues and most important information available on the topic Each volume in the encyclopedia contains contributions from some of the most celebrated names in the field of human resource management HRM and addresses the myriad challenges faced by today's human resource professionals Volume 3 highlights three main topics HR professionals have identified as critical issues in today's workplace Leadership and Learning Strategy and Measurement and The Evolution of Human Resources Many of the articles in this volume provide an in depth discussion of a current human resource topic while others introduce a new way of approaching a familiar HR challenge Each article is designed to stimulate critical thinking and reflection The topics covered include Best Practices in Leadership Development Leadership is Going Global Web 2.0 Applications in Corporate Training The Social Construction of Productive Organizations Leadership Versatility Strategy and Measurement Strategic Business Partner Role Human Resource Metrics The HR Transition to Strategic Partner Workplace Bullying Lost Wisdom Lost ROI The Role of HR in Fostering Innovation in Organizations Closing Critical Skills Gaps Employee Engagement and Corporate Social Responsibility The Implications of Situational Strength for HRM and more The Encyclopedia of Human Resource Management gives human resource professionals the knowledge information and tools needed to implement the best practices in the field

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'Making Sense' of Human Resource Management in China Malcolm Warner, 2013-09-13 This edited work attempts to make sense of recent developments in the field of Human Resource Management in the People's Republic of China It attempts to see how the paradoxes and contradictions engendered by contemporary Chinese society are being resolved in the enterprises and workplaces of the Middle Kingdom The book starts with an overview of the literature then follows with a selection of micro oriented concerned with topics like recruitment and retention then macro oriented empirical studies a number of the latter dealing with strategic as well as performance issues with last those comparing sets of societal cultural values It attempts a synthesis of what has emerged from recent research on the harmonious society These contributions from authors based in universities in eight countries in Australia Canada China Hong Kong Japan Taiwan United Kingdom and USA cover a wide range of research on HRM from the micro to the macro Six of them teach and or research at campuses on the Mainland Their empirical field based research covers the last

half decade and presents a robust picture of both what practitioners have adopted and how researchers have tried to make sense of what they have investigated This book was based on a special issue of Intl Journal of Human Resource Management

Bottom Line Results from Strategic Human Resource Planning R.J. Niehaus,K.F. Price,2013-06-29 This volume is the proceedings of a symposium entitled Bottom Line Results from Strategic Human Resource Planning which was held at Salve Regina University Newport Rhode Island on June 11 14 1991 The meeting was sponsored by the Research Committee of the Human Resource Planning Society HRPS In developing the agenda the Research Committee continued the approach used in previous HRPS research symposia The focus of these meetings is on the linkage of the state of practice with the state of the art Particular attention was placed on research studies which were application oriented so that member organizations can see examples of ways to extend current practices with the knowledge presented by the applications The meeting had sessions on 1 The Strategic Role of Human Resources 2 Globalization 3 Downsizing 4 Quality as a Strategic Human Resource Issue 5 Forecasting Human Resource Needs and 6 Managing People to Build Competitive Advantage Twenty six papers were presented with discussion periods at appropriate points in the meeting This volume contains twenty two of these papers along with an introductory paper A short summary is also provided at the beginning of each major subdivision into which the papers are arranged Thanks are in order for all who contributed to the success of the meeting **Human Resource**

Development Naga Raju Battu,2008 **Handbook of Research on Artificial Intelligence in Human Resource Management** Strohmeier, Stefan,2022-03-08 This cutting edge Handbook offers a comprehensive introduction to the emerging research field of artificial intelligence AI in human resource management HRM Broadly mapping AI fields relevant for HR it not only considers the more well known areas of machine learning and natural language processing but also lesser known fields such as affective computing and robotic process automation *Resources in Education* ,2001-10 **Monthly Catalogue, United States Public Documents** ,1994-06 *Public Human Resource Management* Richard C.

Kearney,Jerrell D. Coggburn,2015-07-30 Public Human Resource Management Problems and Prospects by Richard C Kearney and Jerrell D Coggburn brings together exemplary contributors who provide concise essays on major contemporary public human resources management issues Organized into four parts setting techniques issues and prospects and covering the major process function and policy issues in the field the text offers valuable wisdom to students and practitioners alike The new edition boasts sixteen new and eleven updated chapters authored by the leading figures in the field as well as by up and coming new scholars *The Adoption and Effect of Artificial Intelligence on Human Resources Management* Pallavi

Tyagi,Naveen Chilamkurti,Simon Grima,Kiran Sood,Balamurugan Baluswamy,2023-02-10 Emerald Studies In Finance Insurance And Risk Management 7B explores how AI and Automation enhance the basic functions of human resource management **South African Human Resource Management for the Public Sector** Barney Erasmus,2005 This report discusses important themes in the field of human resource management for the public sector including managing employee

relations strategizing and planning human resources departments and selecting employees within the equal employment opportunity guidelines Current legislation of the field is discussed and new theories on local and international applied research are explored HUMAN RESOURCE MANAGEMENT- PAPERS FROM A WRITTEN SYMPOSIUM. , **The Battle against Exclusion Social Assistance in Canada and Switzerland** OECD,1999-10-20 This book compares social assistance policies in four Canadian provinces Alberta New Brunswick Ontario and Saskatchewan and four Swiss cantons Graubünden Ticino Vaud and Zurich Papers and Discussions Presented Before the [Coal] Division American Institute of Mining, Metallurgical, and Petroleum Engineers,1917 *Monthly Catalog of United States Government Publications* ,1994-04

Creating the Competitive Edge through Human Resource Applications Richard J. Niehaus,Karl F. Price,2012-12-06 This volume is the proceedings of a symposium entitled Creating the Competitive Edge Through Human Resource Applications which was held at Salve Regina College Newport Rhode Island on June 16 19 1987 The meeting was sponsored by the Research Committee of the Human Resource Planning Society HRPS In developing the agenda the Research Committee built upon the format of the first HRPS research symposium on Strategic Human Resource Planning Applications held at the University of Pennsylvania in 1985 The intent in both meetings was on the linkage of the state of practice with the state of the art Particular attention was placed on research studies which were application oriented so that member organizations can see examples of ways to extend current practices with the knowledge presented by the applications The meeting has sessions on 1 Reshaping the Organization for the Twenty first Century 2 Coping with Major Organizational Change 3 Organization Downsizing 4 Evaluating the Human Resource Function and 5 The Impact of Corporate Culture on Future Human Resource Practices Thirty papers were presented with discussion sessions at appropriate points in the meeting This volume contains twenty one of these papers along with an introductory paper A short summary is also provided at the beginning of each major subdivision into which the papers are arranged **Best Papers Proceedings ... Annual Meeting of the Academy of Management** Academy of Management,1995 *Sustainable Human Resource Management* Tamás Bányai,2019-10-30 The concept of sustainability is important for companies both in the case of SMEs and worldwide multinational companies Some key factors to help a company achieve its sustainability objectives are based on human resource management Sustainable human resource management is a typical cross functional task that becomes increasingly important at the strategic level of a company Industry 4.0 technologies Internet of Things and competitive demands as signs of globalization have led to significant changes across the organizational structures and human resource strategies of companies The increasing importance of sophisticated human resource strategies in the life of companies and the intention to find optimal design and operation strategies for sustainable human resource management were a motivation for launching this book This book offers a selection of papers which explain the impact of smart human resource management on economy Authors from 14 countries published working examples and case studies resulting from their research in this field The aim of

this book is to help students at the level of BSc MSc and PhD level as well as managers and researchers to understand and appreciate the concept design and implementation of sustainable human resource management solutions *Defense White Paper* ,1990 Economics Division Working Papers ,1994

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