

Detail Study of Objectives of Human Resource Management

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Abstract

Human resource management is a function built in organizations designed to improve employee performance. HR is concerned primarily with the management of people in companies, focusing on systems and on policies. HR departments and units in companies typically undertake a number of activities which includes employee benefits design, employee recruitment, performance appraisal, "training and development", and rewarding (e.g., benefit systems and managing pay). HR also concerns itself with industrial reaction and organizational change, that is, the balancing of institutional practices with objectives building from collective surveys and from governmental laws. According to R. Buettner, HRM covers the core areas of: job analysis and design, recruitment, workforce planning, compensation, performance management, legal issues and training and development. Human Resource Management do not only has service goals for organizations, but also possess responsibility toward society and employees personal needs.

Keywords: *Human Resource Management, Organizational Responsibilities, Personal Responsibilities*

1. Introduction

Human Resource Management can be explained by segregation of words:

Human: refers to the skilled workforce in the organization.

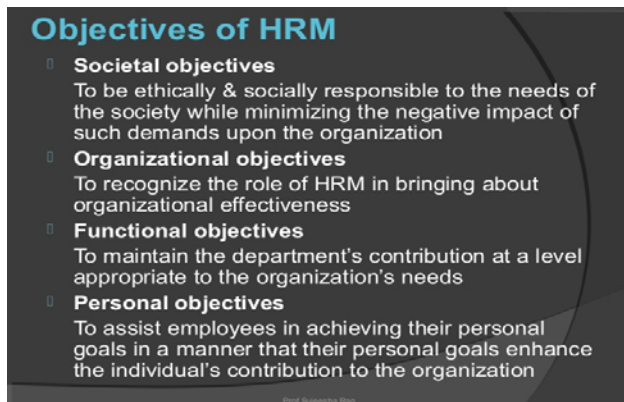


Figure1: Objectives of HRM

Resource: refers to limited availability or scarce.

Management: refers to maximize the use of limited and a scarce resource.

Altogether the responsibilities of HR include recruitment, conducting job analyses, considering personnel needs, selecting the appropriate people for the job, orienting and training, determining and managing salaries and wages, providing benefits and incentives, appraising performance, eliminating disputes, communicating with all workers at all levels, maintaining awareness of and compliance with state, local and federal labor laws. These are also called as functions of human resource Management for the purpose of effect on utilization of human resource department.

These responsibilities can be grouped in three layers of management: Societal objective, Organizational objective and Personal objective.

1. Societal Objective

The employment issues in the society can be directly linked to HR management as giving the placement to deserving candidate is one of the functions of HR. HR is socially responsible to the challenges and needs of society while lowering the negative impact of such related demands on the organization. The failure of organizations to use their resources for society's welfare may result in limitation. For example, societies may pass laws that restrict human resource decisions

2. Organizational Objective

This area includes recognizing that HR exists to contribute to institutional effectiveness. HR is not an end in its own department; it is only a mean to assist the organizations with their primary objectives. Simply stated, the department is maintained to serve the other departments.

Objectives of HRM

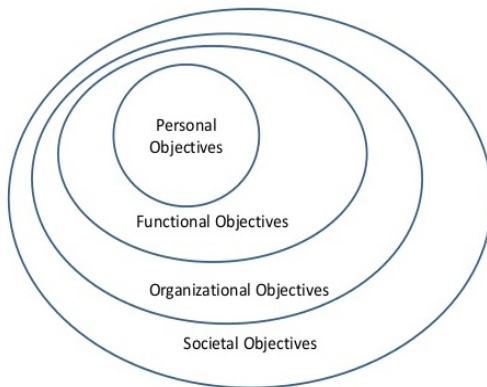


Figure 2: Objectives of HRM

Organizational objectives include following sub areas:

2.1 Staffing Objectives

HR team is first concerned with reviving that the organization is properly staffed, and able to pull in the human resources for staffing when it needs. This involves designing organizational strategies and identifying under what category of contract different staff groups will work. The appropriate people are then recruited and trained. The HR team competes in the job market to produce only the best and talented workers, which are recruited to assist in meeting the company objectives and goals such as profitability.

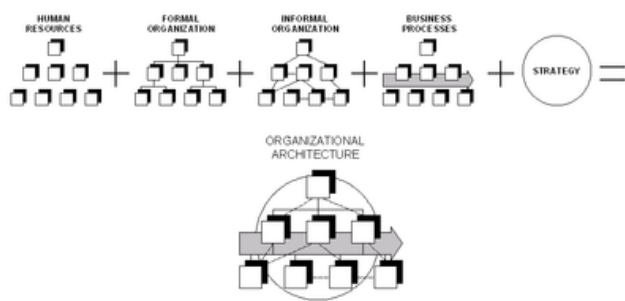


Figure 3: Organizational Architecture

2.2 Performance Objectives

While the required workforce is in place, HR team must ensure that employees are well equipped and motivated so as to maximize their efficiency. By working on various motivational techniques such as, increased payment,

promotion and benefits such as company cars, HR can shore up an individual worker's performance. They also train workers and negotiate improved efficiency with trade union officials. HR team can also assist the disciplining of workers if their performance or conduct is not up to the bar.

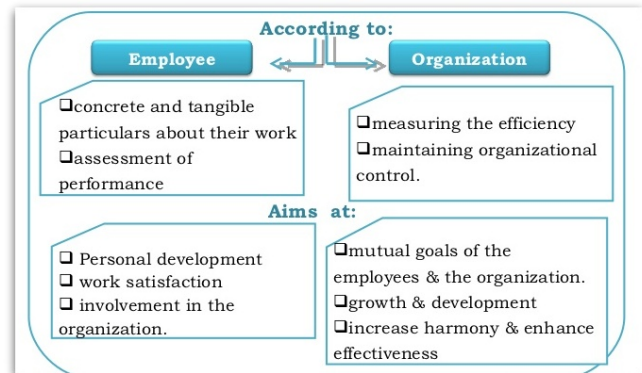


Figure 4: Performance Objectives of HRM

2.3 Change-Management Objectives

In a company, change is inevitable. It can be reorganizational, requiring structural change of activities or hiring new staff to fill in particular roles. At some times, a change occurs to alter philosophies, altitudes and establishment of organizational norms. HR team thus recruits, or develops the people with the necessary leadership skills to drive the change process. They also inform employees of incoming changes and assist them to adjust accordingly. Hence, if the organizations intend to introduce computers, HR managers train employees to cope up with new working skills.

3. Administration Objective

HR team has a responsibility to obtain the smooth operation of the company. They must maintain inclusive and accurate data on individual employees. This data includes performance reports of an employee, the terms and conditions for employment in company, training and attendance details and their personal information. Accurate record-keeping is mandatory to ensure that the company complies with legal regulations like National Minimum Wage regulations.

3.1 Functional Objective

To keep the department's contribution with a level appropriate to the organization's needs. Resources are inappropriately used when HRM is more or less sophisticated than the organization demands. A

department's level of performance must be appropriate for the organization it serves.

4. Personal Objective

To help employees in conquering their personal goals, at least as long as these goals enhance the individual's role in the development of the organization. Personal goals of employees must be achieved if workers are to be retained, maintained and motivated. Otherwise, employee satisfaction and performance may decline, and employees may leave the company.

Conclusion

The above study explains us the duties and services of HRM towards various departments. While fulfilling the various needs of various departments the HR management needs to find the fine line between the personal, social, functional and organizational requirements to maximize the satisfaction of all fields without disregarding any of the department.

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