



Introduction to human resource management

Tushar Chaudhari

Associate Professor, Department of Commerce, Seth Kesarimal Porwal College of Arts and Science and Commerce, Kamptee, Nagpur, Maharashtra, India

Abstract

The human resource management aids in the recruitment, selection, onboarding, and development of employees for a company. It goes without saying that human resource management is concerned with the human aspects of organisations. The term "human resource management" describes a collection of plans, tasks, and activities. In general, managing people in organisations is referred to as human resource management. It includes all of the procedures, guidelines, and rules related to finding, training, employing, assessing, preserving, and keeping the right kind and quantity of workers to meet the goals of the company. This paper on the basis of secondary data has discussed the concept of Human resource management along with significance.

Keywords: Human resource management, significance

Introduction

People live and work in social environments almost exclusively because they are social creatures. Our relationships are always planned, developed, and managed—both consciously and unconsciously. Our activities result in relationships, which are mostly dependent on our capacity to control our behavior. Every person learns from an early age how to comprehend other people and how to act appropriately in all circumstances throughout life. Later on, we apply what we've learned and understood to managing and fostering relationships at work. Managing relationships at workplaces is at the center of the entire human resource management framework. People and their attributes employed at the national or organisational level are generally referred to as human resources. The group of individuals who work for a company, industry, business sector, or economy is known as human resources (HR). Human capital, or the knowledge and abilities that people possess, is a more limited notion. Manpower, labour, labor-power, and personnel are synonyms. A human resource is a human capital resource. Three types of human capital can be distinguished: emotional, social, and intellectual capital. Cognitive complexity, learning capacity, specialized knowledge, and implicit knowledge and skills make up intellectual capital. Trustworthiness, sociability, and a network of ties comprise social capital. Self-assurance, ambition, bravery, risk-taking prowess, and resilience are the components of emotional capital. The department in charge of overseeing an organization's workforce and aiding in compliance is known as human resources. Processing payroll, managing benefits, communicating and enforcing corporate policies, resolving issues at work, adhering to regulations, hiring and training staff, and determining compensation levels are some of the duties essential to that goal. HR is essential because employees are an employer's most valuable asset, regardless of the size of the team handling these duties—one skilled professional or several.

Objectives

1. To analyse the concept of human resource
2. To understand the concept of Human Resource Management.

3. To suggest the significance of Human Resource Management.

Review of literature

In the opinion of (Wood, 1999) "Business productivity can be increased through innovative human resource management practices."

(Michaelarm Strong & Stephen Taylor, 2014) has demonstrated Human resource management, as a thorough and well-thought-out strategy for hiring and developing people

(Anwar & Abdullah, n.d.) stated that Human Resource management discover, foster, grow, and empower new workers, as well as to promote, get, comprehend, and accumulate, to buy in.

Human Resource Management

The study of employee behaviour in an organisation is known as human resource management (HRM). It is a managerial responsibility to attempt to align the requirements of an organisation with the competencies of its workforce.

The management role of human resources management (HRM) is in charge of selecting, inspiring, and retaining employees within a company. It centres on the individuals within companies. The goal of human resource management is to provide management frameworks that guarantee the effective and efficient use of human capital to achieve organisational objectives.

Importance of human resources management

The importance of human resources management is enormous. The significance of human resource management encompasses all human activities within a business. Management of human resources is concerned with the existence and admission of people into an organisation. Significance is linked to the total development of the person and the company, not only the employee's compensation. These days, human resource development and personnel management are equally important aspects of human resource management. These points clarify the importance of human resource management.

1. Future requirements for oneself: Human resource planning is crucial for an organisation as it predicts the need for human resources. An organisation is made up of different departments, and each department has different needs when it comes to human resources. Human resource planning makes an estimate of the type of person and the time that it would require. A private organisation cannot overstaff because it will result in financial blockage.

2. Essential component of overall strategy: Human resource planning is a crucial component of a business's overall strategy. A company should review its human resource planning before taking on a new project or opening a new location. Planning for human resources assesses its current strength in human resources.

3. Staffing and selection: Human resource management also encompasses staffing and selection. Staffing and selection are two-pronged activities; human resource planning must meet organisational needs while also meeting personnel needs. An organisation is accountable for this dual role. Human resource management must also project a candidate's career path.

4. Training and development: After an employee is hired, the organization's next course of action is to provide him with training and development opportunities. Employees get both official and informal instruction. Human resource management also provides an opportunity for personal growth by assigning different tasks to employees. Every employee has the right to training and development.

- **Organisational development:** When all employees collaborate to achieve the organization's common objective, growth of the organisation is feasible. Mutual comprehension, cooperation, and self-belief are required for this. Only effective human resource management will be able to provide all of these. Human resource management assigns different tasks to different staff based on their ability level and pays different people according to their merit. Benefits and compensation: - The needs of employees are not limited to pay. These demands are frequently of a social character. If an employee sustains an injury while working for a company, human resource management is required to provide fair and sufficient compensation. Human resource management also offers employees other benefits that are commonly referred to as fringe benefits. These earnings and perks.

5. Employee Assistance: The worker requires help. This could have to do with work or anything else. Employees may encounter specific challenges at work that human resource management must resolve. Employees may also find it challenging to manage their personal and professional lives. An employee's personal and professional lives can be balanced with the help of human resource management.

6. Unions and labour assistance: Labour is represented by unions. An organisation cannot function if all labour is provided to management on their demand. Therefore, there must be a formal union. Human resource management must build strong relationships with unions since a business cannot ignore any employee demand or fail to meet all labour demands.

Conclusion

Human resources are a company's greatest asset. However, managing human resources is difficult since people with different backgrounds, skills, and disciplines work together to accomplish an organization's common objective. Thus, the idea of "human resources" has evolved to manage human resources.

References

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