**Human resource management**

**Human resource management** (**HRM**, or simply **HR**) is the [management](http://en.wikipedia.org/wiki/Management) of an [organization](http://en.wikipedia.org/wiki/Organization)'s [workforce](http://en.wikipedia.org/wiki/Workforce), or [human resources](http://en.wikipedia.org/wiki/Human_resources). It is responsible for the [attraction](http://en.wikipedia.org/wiki/Employer_branding), [selection](http://en.wikipedia.org/wiki/Recruitment), [training](http://en.wikipedia.org/wiki/Training_and_development), [assessment](http://en.wikipedia.org/wiki/Performance_appraisal), and [rewarding](http://en.wikipedia.org/wiki/Remuneration) of employees

## Role of Human Resource Management

The human resources management team suggests to the management team how to strategically manage people as business resources. This includes managing recruiting and hiring employees, coordinating employee benefits and suggesting employee training and development strategies. In this way, HR professionals are consultants, not workers in an isolated business function; they advise managers on many issues related to employees and how they help the organization achieve its goals.

## Collaboration

At all levels of the organization, managers and HR professionals work together to develop employees' skills. For example, HR professionals advise managers and supervisors how to assign employees to different roles in the organization, thereby helping the organization adapt successfully to its environment. In a flexible organization, employees are shifted around to different business functions based on business priorities and employee preferences.

## Commitment Building

HR professionals also suggest strategies for increasing employee commitment to the organization. This begins with using the recruiting process or matching employees with the right positions according to their qualifications. Once hired, employees must be committed to their jobs and feel challenged throughout the year by their manager.

## Building Capacity

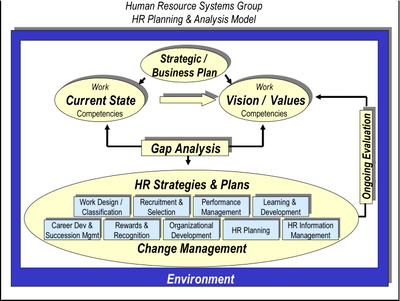
An HRM team helps a business develop a competitive advantage, which involves building the capacity of the company so it can offer a unique set of goods or services to its customers. To build the effective human resources, private companies compete with each other in a "war for talent." It's not just about hiring talent; this game is about keeping people and helping them grow and stay committed over the long term

# Human resource planning

The planning processes of most be\set practice organizations not only define what will be accomplished within a given timeframe, but also the numbers and types of human resources that will be needed to achieve the defined business goals (e.g., number of human resources; the required competencies; when the resources will be needed; etc.).

[Competency-based management](http://en.wikipedia.org/wiki/Competency-based_management) supports the integration of human resources planning with business planning by allowing organizations to assess the current human resource capacity based on their competencies against the capacity needed to achieve the vision, mission and business goals of the organization. Targeted human resource strategies, plans and programs to address gaps (e.g., hiring / staffing; learning; career development; succession management; etc.) are then designed, developed and implemented to close the gaps.

These strategies and programs are monitored and evaluated on a regular basis to ensure that they are moving the organizations in the desired direction, including closing employee competency gaps, and corrections are made as needed. This Strategic HR Planning and evaluation cycle is depicted in the diagram below.



# Functions of Human Resource Management

Human resource management can be defined as the effective selection and utilization of employees to best achieve the goals and the strategies of the organizations, as well as the goals and the needs of employees. The responsible of human resource management should be shared by human resource specialists and line management. To accomplish this, it is required to clearly know the main functions of human resource management. The functions of human resource management are divided into two parts

**Primary functions of human resource management**

            1. **Human resource planning:** This is related to planning for both present and future demand and supplies. This is required to study the external market, and changes so that the planners can conduct a strategic plan in advance.

2. **Equal employment opportunity**: This is concerned with both moral and legal responsibilities of the organizations through prevention of discriminatory policies, procedures and practices that are relevant to hiring, training, compensating, and appraising.

            3. **Staffing (recruitment and selection):** It mainly deals with the identification of potential applicants for current and future openings and for assessing and evaluating in order to make a selection and placement decision.

4. **Compensation and benefits**: This copes with an equitable internal wage structure, a competitive benefits package, as well as incentives tied to individual, teams or organizational performance.

5. **Employees (labor) relation**: It is related to the communication system that employees can address their problems and grievances. This included unionized organizations and labor relations.

6. **Health, Safety and Security:** This annexes to promoting a safety and health work environment that includes safety training, employees’ assistance programs, and health and wellness programs.

7. **Human resource development:** It is intended to ensure that organizational members have the skills or competencies to meet current and future job demands.

**B. Secondary functions of human resource management**

            1. **Organization and job design**: It is the way of communication through inter-department, organization and job definition.

            2. **Performance management and performance appraisal systems**: It is related to maintaining accountability through the organization.

            3. **Research and information systems**: This includes human resource information systems that are necessary to make enlightened human resource decisions.

**Functions of Human Resource Management**  
  
Human Resource Management involves the development of a perfect blend between traditional administrative functions and the well-being of all employees within an organization. Employee retention ratio is directly proportionate to the manner in which the employees are treated, in return for their imparted skills and experience. A Human Resource Manager ideally empowers inter-departmental employee relationships and nurtures scope for down-the-rung employee communication at various levels. The field is a derivative of System Theory and Organizational Psychology. The Human Resource department has earned a number of related interpretations in time, but continues to defend the need to ensure employee well-being. Every organization now has an exclusive Human Resource Management Department to interact with representatives of all factors of production. The department is responsible for the development and application of ongoing research on strategic advances while hiring, terminating and training staff. The Human Resource Management Department is responsible for:  
  
Understanding and relating to employees as individuals, thus identifying individual needs and career goals.  
Developing positive interactions between workers, to ensure collated and constructive enterprise productivity and development of a uniform organizational culture.  
Identify areas that suffer lack of knowledge and insufficient training, and accordingly provide remedial measures in the form of workshops and seminars.  
Generate a rostrum for all employees to express their goals and provide the necessary resources to accomplish professional and personal agendas, essentially in that order.  
Innovate new operating practices to minimize risk and generate an overall sense of belonging and accountability.  
Recruiting the required workforce and making provisions for expressed and promised payroll and benefits.  
Implementing resource strategies to subsequently create and sustain competitive advantage.  
Empowerment of the organization, to successfully meet strategic goals by managing staff effectively.  
The human resource department also maintains an open demeanor to employee grievances. Employees are free to approach the human resource team for any conceived query or any form of on-the-job stress that is bothering them.  
Performance of employees is also actively evaluated on a regular basis. These are checks conducted by the HR to verify and thereby confirm the validity of the employees actual performance matching the expected performance.  
Promotions, Transfers or expulsion of services provided by the employee are some duties that are enforced by the human resource department. Promotions are conducted and are predominantly based on the overall performance of the individual, accompanied by the span or tenure he has served the organization. The Human resource department also looks at the possibilities of the employee migrating from one job to another, maintaining the hierarchy in the company and considering the stability of post and the salary obtained over a period of time.  
  
Ideally, a Human Resource Management Department is responsible for an interdisciplinary examination of all staff members in the workplace. This strategy calls for applications from diverse fields such as psychology, paralegal studies, industrial engineering, sociology, and a critical understanding of theories pertaining to post-modernism and industrial structuralism. The department bears the onus of converting the available task-force or hired individuals into strategic business partners. This is achieved via dedicated Change Management and focused Employee Administration. The HR functions with the sole goal of motivating and encouraging the employees to prove their mettle and add value to the company. This is achieved via various management processes like workforce planning and recruitment, induction and orientation of hired task-force and employee training, administration and appraisals