

UNIT II

2.1 Principles of HRM

1. HUMAN RESOURCE MANAGEMENT

Human resources (HR) is the department within a business that is responsible for all things worker-related. That includes recruiting, vetting, selecting, hiring, onboarding, training, promoting, paying, and firing employees and independent contractors.

HR professionals make sure that employees have everything they need to perform their day-to-day tasks and they are also responsible for creating a healthy work environment that attracts and retains qualified people.

2. PRINCIPLES OF HRM

Human resource management (HRM) integrates and emphasizes on performance appraisal, career planning, training and development, organizational development, systems development, incentives, welfare measures, etc.

The human resource management is an approach to the management of people based on the following principles:

1. Human resource management is concerned with integration by getting all the members of the organization involved so that they may work together with a sense of common purpose.
2. Human resource policies of the organization should be fair to all. They should make a major contribution to the achievement of an organization's objectives as well as provide conducive atmosphere of working to the employees so that their output is maximum.
3. Human resources are the most important assets and their thoughtful management is the key to success of an organization.
4. The culture and values of an organization effort broad influence on the organization. Therefore, organizational values and culture should be accepted and acted upon by one and all in the organization.