



## Study of HRM and Techniques used in HRM

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**Abstract :** Human resource management (HRM or simply HR) is the management of human resources. It is a function in organizations designed to maximize employee performance in service of an employer's strategic objectives. HR is primarily concerned with the management of people within organizations, focusing on policies and on systems. HR departments and units

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in organizations typically undertake a number of activities, including employee benefits design, employee recruitment, "training and development", performance appraisal, and rewarding (e.g., managing pay and benefit systems). HR also concerns itself with organizational change and industrial relations, that is, the balancing of organizational practices with requirements arising from collective bargaining and from governmental laws.

**Key Words :** HRM, Management, Business

HR is a product of the human relations movement of the early 20th century, when researchers began documenting ways of creating business value through the strategic management of the workforce. The function was initially dominated by transactional work, such as payroll and benefits administration, but due to globalization, company consolidation, technological advances, and further research, HR as of 2015 focuses on strategic initiatives like mergers and acquisitions, talent management, succession planning, industrial and labor relations, and diversity and inclusion.

Human Resources is a business field focused on maximizing employee productivity. Human Resources professionals manage the human capital of an organization and focus on implementing policies and processes. They can be specialists focusing in on recruiting, training, employee relations or benefits. Recruiting specialists are in charge of finding and hiring top talent. Training and development professionals ensure that employees are trained



and have continuous development. This is done through training programs, performance evaluations and reward programs. Employee relations deals with concerns of employees when policies are broken, such as harassment or discrimination. Someone in benefits develops compensation structures, family leave programs, discounts and other benefits that employees can get. On the other side of the field are Human Resources Generalists or Business Partners. These human resources professionals could work in all areas or be labor relations representatives working with unionized employees.

In startup companies, trained professionals may perform HR duties. In larger companies, an entire functional group is typically dedicated to the discipline, with staff specializing in various HR tasks and functional leadership engaging in strategic decision-making across the business. To train practitioners for the profession, institutions of higher education, professional associations, and companies themselves have established programs of study dedicated explicitly to the duties of the function. Academic and practitioner organizations likewise seek to engage and further the field of HR, as evidenced by several field-specific publications. HR is also a field of research study that is popular within the fields of management and industrial/organizational psychology, with research articles appearing in a number of academic journals, including those mentioned later in this article.

Businesses are moving globally and forming more diverse teams. It is the role of human resources to make sure that these teams can function and people are able to communicate cross culturally and across borders. Due to changes in business, current topics in human resources are diversity and inclusion as well as using technology to advance employee engagement. In the current global work environment, most companies focus on lowering employee turnover and on retaining the talent and knowledge held by their workforce.[citation needed] New hiring not only entails a high cost but also increases the risk of a newcomer not being able to replace the person who worked in a position before. HR departments strive to offer benefits that will appeal to workers, thus reducing the risk of losing corporate knowledge.

Human resource are the people and their characteristics at work either at national level or at organizational level. From the National point of view, Human Resources are knowledge,



skills, creative abilities, attitude and other attributes obtained in the population whereas from the viewpoint of an organization, they represent the total of the inherent abilities, acquired knowledge and skills as exemplified in the talents and aptitudes of its employees. The Management is concerned with people at work and with their relationship within an enterprise. Its aim is to bring together and develop an effective organization of men and women, who make up an enterprise and who have regard for the well-being of the individuals and of working groups.

Human capital consists of well-employed human resource that is actively engaged in meaningful, worthwhile work and delivering some level of desired productivity. However, in practice, such a distinction is not made and human capital is defined as consisting of knowledge and abilities. For example,

Becker has defined human capital as, “stocks of skills and knowledge embodied in the ability value. It is the skill and knowledge gained by a worker through education and training.”<sup>2</sup>

Since an organization performs a number of functions to achieve its objectives, it requires human resources of different types which may be categorized on the basis of functional areas like production, marketing, finance, etc. or organizational hierarchy or the levels at which these resources are placed. Thus, human resources across the functional areas may be arranged into top management, middle management, supervisory management and operatives.

## **HRM Definition**

### **Techniques of HRM**

They following techniques are called as HRM methods, HRM sub-systems and HRM mechanism. They include:

- a. Performance appraisal
- b. Career planning and development



- c. Employee training
- d. Executive development
- e. Organizational changes
- f. Organizational development
- g. Worker's participation in Management
- h. Quality of work life
- i. Employee counseling
- j. Team work
- k. Role Analysis
- l. Communication policies
- m. Monetary rewards
- n. Non-monetary rewards
- o. Employee benefits
- p. Grievances mechanism

Human Resource Management (HRM) is concerned with the people dimension in management. Since every organization is made up of people, acquiring their services, developing their skills, motivating them to higher levels of performance and ensuring that they continue to maintain their commitment to the organization are essential to achieving organizational objectives.

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