

The early part of the century saw a concern for improved efficiency through careful design of work. During the middle part of the century emphasis shifted to the availability of managerial personnel and employee productivity. Recent decades have focused on the demand for technical personnel, responses to new legislation and governmental regulations, increased concern for the quality of working life, total quality management and a renewed emphasis on productivity. The evolution and development of HRM has interrelationship with that of management.

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Page 4 of 17

Nature/features of HRM :

In every phase of life, man learns new things and makes use of those in his daily routines. This nature builds a person to develop and change from time to time. When this change is well utilized by a person to coincide the organizational and individual goal, it becomes an

HRM Objectives	Supporting Functions
Social/Societal Objectives	1) Legal Compliance 2) Benefits 3) Union Management Relations 4) Personal Objectives
Organizational Objectives	1) Human resource planning 2) Employee relations 3) Selection 4) Training & Development 5) Appraisal 6) Placement 7) Assessment
Functional Objectives	1) Appraisal 2) Placement 3) Assessment
Personal Objectives	1) Training and Development 2) Appraisal 3) Placement 4) Compensation 5) Assessment

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Page 16 of 17

Challenges of HR managers :