

HRM

Human Resource Management (HRM) Explained – Everything you¹ Need to Know

AIHR - Academy to Innovate HR

Human resource management is the management of people to help them perform to the best of their abilities and achieve better performance for the organization. Hrm started as personnel management, which became relevant during the two world wars. The realization that human capital increases the success of organizations led to the creation of the modern hr department.

Human resource management was introduced in the mid-1980s as a way for the organization to implement policies that would make the organization more successful. Hrm has evolved into one of the cornerstones of the modern organization. Good people practices can make an organization many times more successful than its competitors. The first hrm activity is recruitment and selection. Performance management is another key activity. HR has a responsibility to build a culture that helps the organization reach its goals. The hrm activity that makes employees perk up is compensation and benefits. HR data management involves gathering high-quality data that can be accessed by hr professionals using hr dashboards. This helps them to become more datadriven² and create more strategic impact.