

HRM, HRP, HRD

FEATURES OF HRM

- Pervasive force.
- Action Oriented.
- Individually oriented.
- People oriented.
- Future Oriented.
- Development oriented.
- Integrating mechanism.
- Staff Function.
- Comprehensive Function

OBJECTIVES

- To attain its goals.
- To utilize human resources effectively.
- To enhance job satisfaction and self-actualization.
- To establish and maintain productive, self respecting and internally satisfying working relationships.
- Individual development.
- Integration of all individuals and groups with the organization.

- To ensure that the organization has required number of staff.
- To participate in decision-making.
- To develop and maintain a quality life.
- To maintain high morale and good human relations.
- To maintain ethical policies and behavior.
- To recognize and satisfy individual needs and group goals.

HRM OBJECTIVES AND

FUNCTIONS

- Societal objectives

1. Legal Compliance
2. Benefits
3. Union-management relations.

- Organizational objectives

- I. Human resource planning.
- II. Employee relations.
- III. Selection.
- IV. Training and Development

- Functional objectives

1. Appraisal
2. Placement
3. Assessment

- Personal Objectives

- I. Training and Development.
- II. Appraisal.
- III. Placement.
- IV. Compensation.

SCOPE OF HRM

FUNCTIONS OF HRM

MEANING OF HUMAN RESOURCE PLANNING

- IT IS A PROCESS OF FORECASTING AN ORGANIZATION'S FUTURE DEMAND FOR, AND SUPPLY OF, THE RIGHT TYPE OF PEOPLE, IN THE RIGHT NUMBER.
- HRP also involves estimating manpower needs and formulating plans to meet these needs.

FEATURES OF HRP

- It is a Strategy.
- It deals with policies and programmes.
- It helps to forecast organization's future.
- It helps an organization to staff itself with right people.
- It is future oriented.
- It is a continuous process.
- It is an internal part of corporate planning.
- It makes optimum utilization of resources.

OBJECTIVES OF HRP

- Optimum utilization of resources.
- Forecast future human resource needs.
- Control measures.
- Linking HRP with Organization planning.
- To assess the surplus and shortage of human resource.

IMPORTANCE OF HRP

- Creates reservoir of talent.
- Succession Planning.
- Assessment of training needs.
- Regulates Manpower Cost.
- Helps in Smooth Working of an organization.
- Technological Changes.
- Expansion and Diversification plans.
- Planning Physical facilities.

FACTORS AFFECTING HRP

PROCESS OF HUMAN RESOURCE PALNNING