



HUMAN RESOURCE MANAGEMENT: OBJECTIVES AND FUNCTIONS

Dr. Ashok D. Adhav

Associate Professor

M.P.A.S.C. Collage,

Panvel, Dist. Raigad

Maharashtra State (India)

INTRODUCTION:

Human Resource Management is a process of bringing people and organizations together, so that the goals of each are met. Human Resource Management is relatively new and developed as a part of management concerned with management of human resources. In simple sense Human Resource Management means employing people, developing their resources, utilizing, maintaining and compensating their services in tune with the job and organizational requirement with a view to contribute to the goals of the organization individual & the society. In the early times Human Resource Management simply meant employing people, developing their resources, utilizing, maintaining and compensating their services in tune with job and organizational requirement.

The basic objectives of Human Resource Management are to ensure that a competent and willing work force is available to an organization. Human Resource objectives are divided into four main areas i) Social Objectives ii) Organizational Objectives iii) Functional Objectives iv) personal Objectives

MEANING AND DEFINITION OF HUMAN RESOURCE MANAGEMENT:

Human Resource Management is concerned with manning people to improve individual, group and organizational effectiveness. In simple sense, Human Resource Management means employing people, developing their resources, utilizing, maintaining and compensating, their services in tune with the job and organizational requirements with a view to contribute to the goals of the organization, individual and the society.

In the words of David De Cenzo and Stephen Robbins “Human Resource Management” 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”.

OBJECTIVES OF HUMAN RESOURCE MANAGEMENT:

- i) To attain an effective utilization of Human Resources in the achievement of organizational goals.
- ii) To create and utilize an able and motivated work force.
- iii) To establish and maintain sound organizational structure and relationship.
- iv) To identify and satisfy individual and group needed by providing adequate and equitable wages, incentives, employee benefits and social security etc.
- v) To create facilities and opportunities for individual or group development so as to match it with the growth of the organization.
- vi) To maintain a high moral of employees by sustaining and improving working conditions.
- vii) To motivate the human resources through adequate monetary and non monetary incentives.

FUNCTION OF HUMAN RESOURCE MANAGEMENT:

The functions of Human Resource Management can be broadly classified in to two groups (i) Managerial functions and (ii) Operative Functions.

Managerial Functions of personnel management involve planning, organizing, directing and controlling. All this functions influence the operative functions.

Operative functions of Human Resource Management are related to specific activities of personnel management, viz, employment, development, compensation and relations. All these functions are interacted with managerial functions.

SOME OTHER FUNCTIONS OF HUMAN RESOURCE MANAGEMENT:

- Recruitment, Selection and Placement of personal
- Training and development of employees.
- Appraisal of Performance of employees.
- Manpower Planning
- Remuneration of Employees.
- Welfare & social Security of Employees.
- Developing and maintaining motivation for workers by providing incentives.
- Staffing the organization.

CONCLUSION & SUGGESTIONS:

Human Resource Management is concerned with getting better results with the collaboration of people. It help in attaining maximum individual development, desirable working relationship between employees and employers, employees and employees.

It is the recruitment, selection, development, utilization, compensation and motivation of human resources by the organization. It encourage / employees to give their best to the organization.

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