

A group of colorful human-shaped figures standing in a line, representing diversity and human resources. The figures are in various colors including blue, yellow, red, green, and brown. The background is a soft, out-of-focus grey.

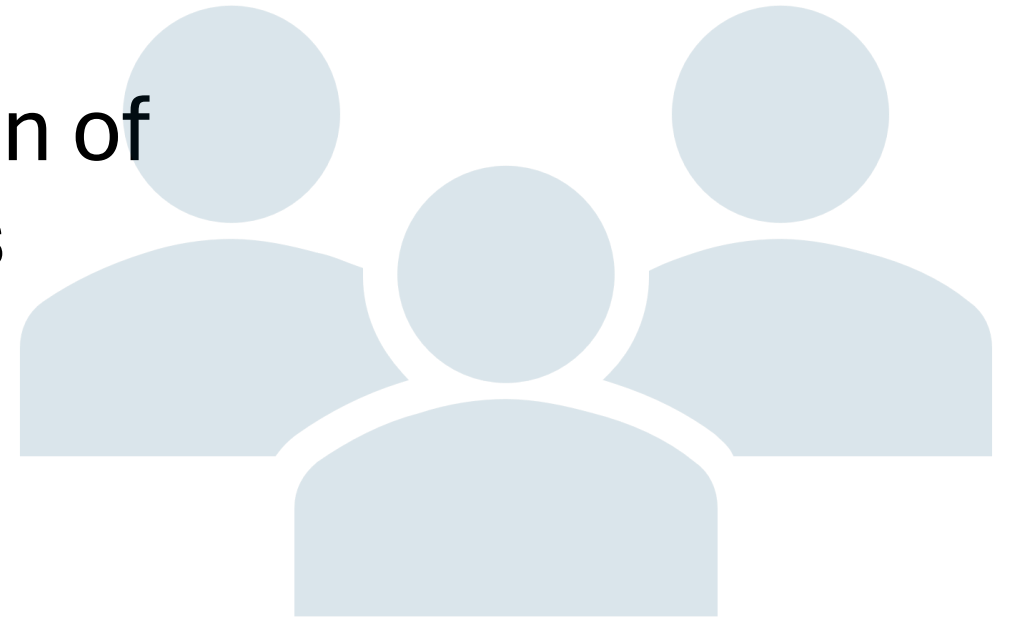
Human Resources Management

At Organizational Level



Definition of Human Resources Management

- Organizing, coordinating, and managing employees
- to carry out an organization's mission, vision, and goals.
- This includes recruiting, hiring, training, compensating, retaining,
- and motivating employees.



- HRM staff also develops and enforces policies and procedures that help ensure employee safety.

Purpose
of human
resource
management
(HRM)

Human Capital

Value - humans/employees
possess or bring into organisations

Investing in employees and
strategically supporting their needs

can improve employee satisfaction
and employee motivation.

Purpose of HRM (Ctnd)

- Employees
- -well trained, competent, valued, and supported
- by their employers
- will likely have the skills and incentive necessary
- to carry out the organization's goals.



Human Resources Management (HRM)

- The HRM team manages adherence to federal and
- state laws that may work to protect employees' private information
- and ensure their physical safety and mental and emotional well-being.
- Organizations of varying sizes and industries rely on HRM to keep
- business running smoothly and efficiently.

Develop employees' skills



HRM aims to create a highly skilled workforce and



boost confidence and competence



so that employees are motivated to contribute.

Develop employees' skills (Ctnd)

A human resource manager or department might provide:

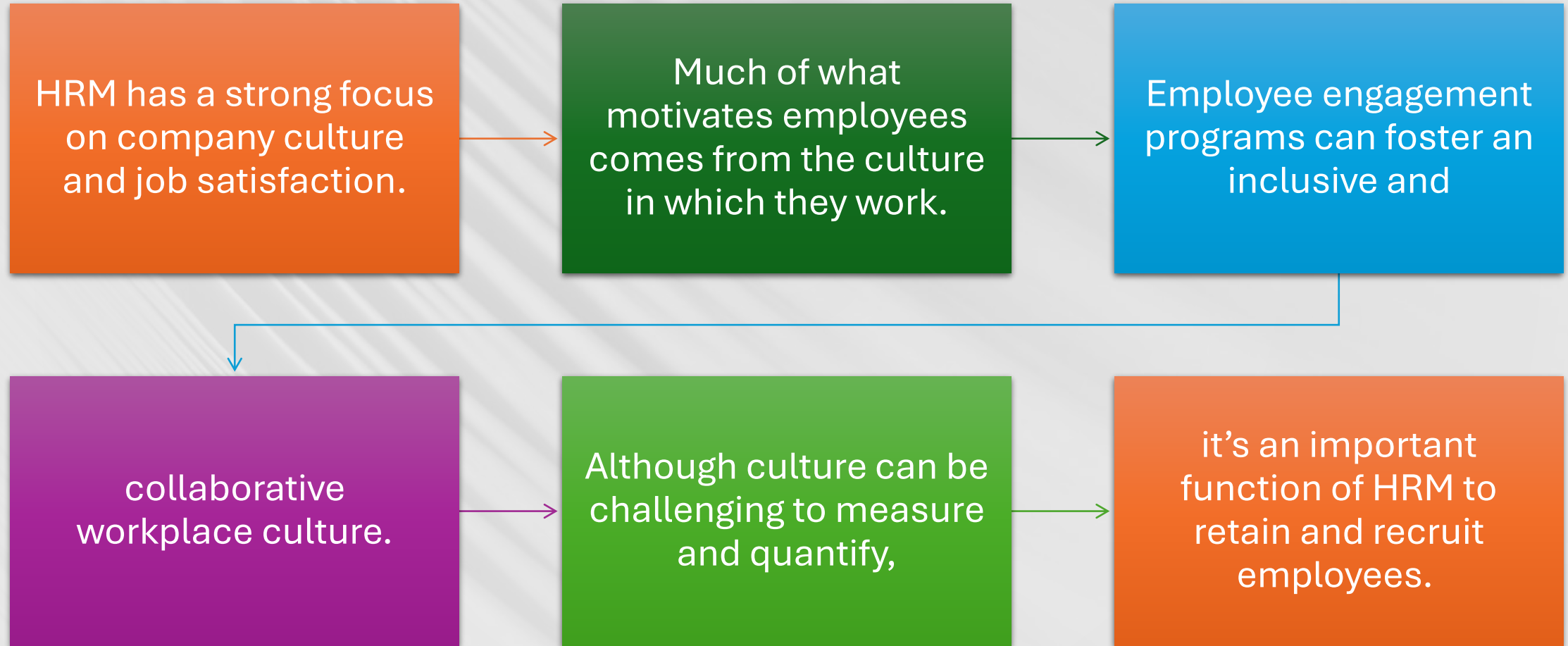
Tuition reimbursement programs

On-the-job training

Mentorships within an organization

Career development programs to help employees explore their
potential

Foster a productive workplace culture



Protect employees

- HRM also protects employees.
- Human resource (HR) professionals manage legal documents, policies, and regulations, identify what applies to their organization, and
- find effective ways to educate employees and
- enforce company policy.



Protect employees (Ctnd)

- HRM aims to be an ally or partner to employees.
- HRM emphasizes employee development while protecting
- employees from discrimination, workplace hazards, and unfair
- compensation.

Basic elements of Human Resource Management (HRM)

- includes recruiting new hires, evaluating employee performance,
- ensuring fair compensation and benefits, training employees and
- supporting education and development, and protecting the health
- and safety of all employees.



Critical cornerstones of the work of HRM Professionals.

- From crafting a job posting to providing continuing education options,
- HRM functions at all stages of an employee's journey with an organization.
- An effective HRM professional, will need a mix of personal
- and technical skills like recruitment strategies, creating
- compensation plans, and communication and team building.

A row of wooden figures, with one red figure standing out in the center. The figures are arranged in a line, receding into the distance. The red figure is the only one of its color, making it the focal point of the image.

Recruitment

- An effective recruitment process
- can recruit good talent,
- can build on their skills and
- invest in employees for years to come
- as they add value to the organization.
- Equally important is company culture.

References

- <https://www.coursera.org/articles/human-resource-management>