

With the acquisition
of sophisticated
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With industrialization, there came a drastic change of emphasis from human centered output to machine oriented.

The importance of human labor was neglected as it was believed the acquisition of sophisticated machines was the prime agenda for guaranteed success in a company or organization. However, it was observed that neglected employees of any company resulted in sluggish and minimal development and profits. Companies sought out to rectify this by establishing human resource management department (Armstrong, 2006).

Human resource management basically refers to addressing the plight of employees in a given organization, handling their employment, recruitment, promotion medical care, leave, skills utilization, compensation and keeping their every record. To the employer, it creates a management system that pertains to long term goals. Unlike in the past, human resource ensures employees are hired by their credentials and qualification.

Communication between the employer and employees is enhanced and their relationship is cordial. Through it strikes, boycotts, and go slows are minimized due to the cultivated relationship and healthy communication (Ulrich, 1996). The administration is normally based on the structure and nature of the organization, whether centralized or decentralized and the product or service it provides. Human resource management attracts employees, maintains & manages them effectively and utilizes them to their maximum productivity. Employees are then divided into their positions, specialization and division of labor creating an orderly and conducive work environment. It is also the task of the human resource management to

ensure labor as well as material costs is as minimal as possible while at the same time carrying out customer service improvement and also working hand in hand with other managers of different department. For the management, it is also important to come up with strategies for effective administration like proactive planning and also necessary to evaluate the company's position, project where it should be, set goals and mechanisms to achieving them. Finding out policies of other companies, in relation to human resource, comparing and contrasting them for gaining vast knowledge on how other companies handle their human force.

Extensive and intensive research and knowledge of laws relating to employees like labor laws to ensure no rights of individuals are violated deliberately or by ignorance. Employees are also supposed to be actively engaged in decision making especially those directly affecting them, encourage critical thinking and individual innovations (Mathis, 2006).

Employees union and organizations are not to be prohibited or undermined instead they should be encouraged and have representatives in many panels to keep the management and employees in touch. Employees' bodies are very important in problem solving and negotiating deals on behalf of the employees. The human resource management also endeavors in creating a credible tradition and culture observed by all and gives all a sense of belonging and an organizational family to proudly associate and identify with. Human resource management administration has always been an important and indispensable part of any company or organization.

For any organization to prosper human resource management is a must since human beings are not machines. A company's success can be traced

back to its efficient human resource management. A neglected human resource department results in more expenditure in a company since the manpower is not well motivated to attain full capacity production. Strikes and boycotts are also more often in organizations that neglect human resource. Employees are like an engine to any organization and their affairs should never be neglected.

Reference List

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