

Briefly explain the major objectives or underlying philosophies of hrm and what a...

[Business](#)



Major objectives or philosophies underlying human resource management and their involved activities Human resource is one of the most valuable assets in organizations and unlike other assets, human resource directly involves people's behaviour and response to environmental conditions to affect their input efficiency and effectiveness. This has led to the development of human resource management as a branch of organizational management. This paper investigates the main objectives of organizations' human resource managements and involved activities for achieving the objectives.

There exist different objectives of human resource management and organizations' priorities over the objectives may vary depending on their overall objectives and their environments. One of the major objectives of human resource management is to develop a personnel base that is motivated and has the necessary potentials, and to maximize on such human resource towards achieving organizational objectives. This identifies the role of the branch of management in ensuring a healthy and productive workforce. Creating a workforce with the required potential for meeting the objective involves activities such as recruiting, selecting, and training employees. While an informed employee selection ensures skills and personalities towards meeting job demands, activities such as rewarding and recognizing employees together with providing favourable work environments achieves a motivated workforce that can achieve organizational goals effectively. Human resource management also aims at developing and sustaining a "suitable and sound organizational structure" with a subsequent goal of good interpersonal relationships towards

teamwork (Geet and Deshpande, 2008, p. 1-20). The desired integration also aims at aligning individuals' goals for ensuring focus and effectiveness in organizational ventures. In order to achieve such unity and cohesion, human resource managements ensure activities that promote " belongingness, team spirit" and personal contributions to the organization (Geet and Deshpande, 2008, p. 1-20). Activities such as bonding retreats, seminars on benefits of interpersonal relationships, and focus groups to identify possible barriers to organizational cohesion are therefore essential (Geet and Deshpande, 2008).

Human resource management also aims at developing a work environment that sustains employees' morale and promote " value system and environment of trust and mutuality of interest" (Geet and Deshpande, 2008, p. 1-20). Activities towards favourable work environment include matching job descriptions with employees' abilities, offering technical and emotional support, promoting honesty, and appreciation among members of an organization. The management department also aims at training its personnel and promoting their education for increased potentials. These target development of new knowledge and skills among employees in order to meet changing operational environments that may be internal or external. Orientation of newly recruited or promoted employees is one of the involved activities in achieving the objective. Organizations also organize awareness seminars and professional conferences for knowledge development. Others also sponsor their employees for higher education. Human resource management also aims at developing employees' confidence in their job security and stability with the aim of ensuring emotional stability towards

concentration and effectiveness in employees' productivity. This can be achieved by reporting on organizational progress to employees to assure them of the organization's continuity, and developing employment contracts with long-term consequences such as long-term contracts or renewable contract (Geet and Deshpande, 2008).

There therefore exist different human resource objectives and different activities for achieving the objectives.

Works cited

Geet, S and Deshpande, A 2008, Elements of human resource management, Nirali Prakashan, Pune.