

History of hrm

Business, Human Resources



It was common to see people doing odd jobs to survive. However, as time went by, the introduction and advancement of education enabled the rise of many people in the working industry. This advancement led to the creation of job opportunities that created a broader working fraternity. The workforce shifts have ensured this evolution grows. The creation of high-paying jobs continues with the social scene changing almost every day (Joy-Matthews & Megginson, 2004).

Technology became a part of these workforce shifts. As seen recently, everyone relies on technology to perform the basic functions of an organization. To continue working in these organizations, one must be technology savvy. It is next to impossible to find an organization that does not have a human resource management team (Joy-Matthews & Megginson, 2004). After the introduction, development, and evolution of the workers' welfare associations, employed individuals know of their rights in the working environment.

Implications on human resource managers

The workforce shifts enable human resource managers to be more informed about their working environments. The implications created due to these shifts enable them to perform better. This is because they are accountable for the working individuals that enable the organization to grow. They have to be educated on the roles they play towards employers and their employees (Joy-Matthews & Megginson, 2004). This improves the relations that exist between members of the organization. The outside environment also changes with a change in worker treatment.

It changes for the better since individuals are willing to be more involved in

their outside environment as they are inside it. The shifts enable organizations to grow, develop, and attain results. Some of the implications of these shifts mean that managers are getting the right picture of how they should treat individuals in the organization (Billberry, 2005). This means that employers have to be particularly careful in how they deal with their employees.

In conclusion, to put human resource management to proper use, organizations must be willing to allow their employees the freedom to express themselves. Allowing employees to be accountable for their actions, an organization might be making a step in the right direction (Billberry, 2005). It can attain greater heights with the implementation of these human resource management offices. As the global community continues to evolve, the business world must evolve with it. This ensures that nobody is left behind in the development process.