

Human resource

[Business](#), [Human Resources](#)



HUMAN RESOURCE MANAGEMENT Human resource management (HRM or just HR) is a process in firms or organizations that are intended to maximize the performance of workers in administration of their employers' key objectives. It is essentially concerned with how individuals are managed and overseen inside organizations, concentrating on approaches and systems. The human resources management is a function that is concerned with employee recruitments, training, and development, performance appraisal, and rewarding, for instance, managing pay and benefits systems) (Kumar, 2011). In addition, it is concerned with modern industrial relations, for instance, it balances organizational practices with regulations that arise from collective bargaining and legislative laws.

From the definition above, I would disagree that every manager is HR manager; however, I would argue that management of human resources is part of every manager's job. Not every manager takes part in the recruitment and selection of employees, however, the rest of the definition of human resource management holds to every manager. Managers have the ability to functionally guide their teams/departments, organization as whole and/or individual employees. For instance, the corrective actions in which managers perform effectively provide re-directional guidance for the employees' behaviors (Kumar, 2011). Every manager comes into contact with people hence manages them by doing some fundamental HR management. They are required effectively to influence the teams they head to complete the task, managing the individuals on the team make a portion of their job same as the HR manager. In the case, the team members fail to get along well, or other problems arise, the most likely person to deal with

the situation is the manager.

Further, managers are undoubtedly involved in employee training and development. On the process, they evaluate them so as to promote them. Generally, every manager is plainly attempting to enhance the adequacy or effectiveness of their workers by regulating them, advising them, correcting them and motivating them (Kumar, 2011).

Reference

Kumar, R. (2011). Human resource management: Strategic analysis text and cases. New Dehli: I. K. International.