

Knowledge of human relations

Business, Management



Day in day out, management is faced by a range of challenges. These include economic recessions, natural catastrophes, consumer focus, competition for market share, profits and performance measures to name a few. Knowledge of human relations enables managers to handle these challenges. Competition for market share, profits, revenue and performance measures are the greatest challenges that face organizations. However, they can be solved by hiring the right people who possess the right talent and giving them the opportunity to succeed.

Human relations have evolved throughout the years, from the emergence of industrialism to the era of scientific management movement and currently, the era of behavioral management movement. During the emergence of industrialism in the 19th century, inventions made it possible to invest in machinery that was better than having people do the same work manually. Management during this time was mainly concerned with increased output and workers were exploited. The era of scientific management movement followed, managers placed more emphasis on achieving maximum productivity scientifically. However, problems still came in since workers were still viewed as factors of production.

The scientific method is significant in analyzing behavioral problems.

Behavioral scientists make numerous contributions to human relations by conducting scientific and behavioral research.

Human relations concerns continue to face challenges. Today, these challenges include managing knowledge workers, managing diversity and violence in the workplace, addressing concerns around ethics and social responsibility and adapting to international challenges.