Human resource management, an academic theory and business practice assignment

Ateneo Professional Schools Library Rockwell Drive, Rockwell Center, Makati City http://apslibrary. ateneo. edu Information Resources Guide on HUMAN RESOURCE MANAGEMENT 2005 – 2008 Human Resource Management (HRM) – is both an academic theory and a business practice. It is based on the notion that employees are ? rstly human, and secondly should NOT be treated as a basic business resource. HRM is also seen as an understanding of the human aspect of a company and its strategic importance.

HRM is seen a moving on from a simple " personnel" approach (or was supposed to) because it is preventative of potential problems, and secondly it should be a major aspect of the company philosophy, in which all managers and employees are champions of an HRM based policies and philosophy. Source : http://en. wikipedia. org/wiki/Human_resource_management Other related topics are: Personnel management Civil service??? Personnel management Manpower Planning Knowledge Management Leadership Corporate Culture Organizational Change A.

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