

# Introduction of human resource management



**ASSIGN  
BUSTER**

The goal of every businessperson is to maximize profit, while maintaining the quality of production and to stabilize the organization to stand persistent for a longer period of time. The loss chances should be least and expenditures must be balanced. This is very basic requirement for running a fruitful business. However one thing not to forget here to maintain a stabilize business a proper administration, and management is required.

For this purpose HRM (Human resource Department) are setup in every organization. The HRM is responsible for a number of actions. These actions include: recruiting the best-suited employees for your organization, training them, to find out tips and tricks to get the maximum output from the employees, dealing with the problems they are facing, compensation and reward issues, managing record and performance issues of employees.

(Carter McNamara, n.

d) The responsibilities of HRM in a detailed framework: ? Recruiting the right person at a right place: The key responsibility of HRM department is making efforts in order to enhance the productivity and reliability of employees, as well as to eradicate such situations in which the employee might quit the job easily in a short span of time and try to look somewhere else. The nature of the work provided to each employee according to his/her ability plays a vital role in the output generated by him/her. Offering the right work to the right person helps not only in generating the best results but also to let the employee show his/her potentials in that field. (US department of labor, n.

d)? Training the employees: Getting education from a reputable institute is of no use until it is applied suitably. The abilities of a person come to front

when he/she steps into the practical life. Even being highly qualified if proper training of the post to be handled is not given the employee will never be able to give his best. Hence such training programs, which contain the insight of the work nature, can be really beneficial for employees. Training can be of many types; it can be given at separately organized training centers by the firm, arranging weekly or monthly workshops, seminars etc. (US department of labor, n.

d) ? Dealing with employee problems: The working environment in no matter it is of any large organization or small has same sort of problems and issues. There exist all kinds and natures of people around us when we work. Professional jealousies, harassment, competition and sometimes dissatisfaction from the projects assigned minimize the working efficiency. The situation grows more badly when an employee is facing communication gap with the employer to explain his/her problems. Therefore it is much important to communicate fully with the employees, share their problems and views and solve their problems, which is done by the HRM department.

(US department of labor, n. d) ? The atmosphere of workplace: It is human nature to feel good in a pleasant, comfortable and clean environment. If the workplace is messy, dirty and unorganized naturally it will affect the performance of the employees. The HRM keeps the authorities informed about the little problems of mess workplace etc and try to maintain the workplace so that everyone work pleasantly. (US department of labor, n.

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