

The evolution of human resource management assignment



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One must first understand the base of evolution of HRS in order to understand the evolution of HRS completely. The putting out system was displaced by the industrial revolution that led to the establishment of factories. Long hours of work under extremely unhygienic conditions were faced by the workers in early factories. Several labor riots were resulted out of it, for instance, the Luddite riots of 1811 in England.

To provide protection and basic rights for workers, the government soon intervened. To set up a mechanism that look into workers welfare and wages, the factory owners were forced to comply with some statutory regulations and due to it, the personnel management emerged as a distinct profession. The personnel management approach was concerned with keeping report card of past performance or conducting performance appraisals to determine promotions and pay.

Through industrial relations approaches and collective bargaining, it tried to solve industrial disputes and dealt with trade unions. Through increasing training and wage, it attempted to increase productivity. It took welfare oriented measures, like, housing facilities, vaccinations and medical care. It implemented functions, like, wage administrations, training and recruitment. Convincing management of workers social obligations and interest and convincing workers of the business interests were the main aims of personnel management approach.

It purely remained as a staff function, it was not involved in operations aspects and rarely had a direct say in the company's strategy. The set of activities concerning to the workforce and involving administrative tasks,

contractual obligations, payroll, and staffing was used to refer as personnel management traditionally. The range of activities concerned with management of the workforce instead of resources was encompassed by personnel management. In terms of nature, the personnel management was more administrative.

Ensuring the fulfillment of needs of the employees effectively was the main job of personnel manager. Furthermore, the role of mediators between the employees and the management was played by the personnel managers. Therefore, there was always a feeling that the objectives of management were not considered by personnel management in an effective manner. The profession of personnel management was affected by the latter decades. New legislations were enacted by government interventions, which guaranteed more rights to workers.

All these changes soon led to the transition to a more dynamic HRS approach from the passive and administrative personnel management approach. Workers were considered as valuable resources by this new approach. Human resource management got directly interlinked to the core business operations and increasingly became a line management function, while personnel management was a strictly staff function. In many ways, the major changes in approach from personnel management vs..

HRS manifested. The loyalty and commitment of workers was increased by the skill enhancement of the workforce and the recruitment. Besides monetary incentives, motivation took the shape of fringe benefits, an active social community within the workforce and free holidays. A new dimension

with the focus on behavioral training to develop basic skills and to change attitudes was acquired by training and this was known as development and training.

With the introduction of employee stock options and performance related pay, the salary and wage administration became more complex. With new techniques, like, 360 degree appraisals, and management by objectives, the report-card based performance appraisal systems become more proactive. This is just a sample paper. Please place an order with us for custom written essays, term papers, research papers, thesis and dissertations on your desired topic. Keywords: human resource management, personnel management.