

Details about hrm

[Business](#), [Management](#)



As human resource management is concerned with the people dimension in organization, at first, we should know organization in detail. Organizations are human associations in which two or more people seek to achieve a common goal or set of goals. In other words, organizations are established by the people and for the people. It consists of people working together through interrelationships and interactions. Organizations are created to achieve different goals. To achieve goals it should run various activities. Therefore an organization must consist of a structure, which defines jobs and relationships.

In organization, different levels and division of jobs are defined to achieve specialization through division of labours. Organization design and job descriptions are the part of organizational structure, which limit the behaviour of the members in organizations. Organizations depend on people to make them operate. An organization is nothing without resources. If we remove the employees from the organization, there is nothing but a pile of raw material, machines, and physical commodities. Organization consists of the combination of different resources, among which human resource is the superior.

But how did these people come to be employees in the organizations; How were they found and selected? Why do they come to work on a regular basis? How do they know what to do on their jobs? How does management know if the employees are performing adequately? If they are not, what can be done about it? Answers of these questions lie in the subject of human resource management. But before we attempt to understand how and

organization should manage its human resources, we need to answer the generic question, what is management?

Management is the process of efficiently getting work activities completed with and through other people. An organization consists of goals and limited resources. To achieve goals, different activities are to be done. As there is limited resources, to get activities completed, the resources should be allocated properly. Simply, management is the act of allocating scarce resources to achieve goals and getting required activities completed with and through other people. The management process includes the planning, organizing, leading and controlling activities that take place to accomplish objectives. Managing people in an organization is human resource management. Since every organization is made up of people, acquiring their services, developing their skills, motivating them to high levels of performance and ensuring that they continue to maintain their commitment to the organization are essential to achieving organizational objectives. This is true regardless of the type of organization-government, business, education, health or social organizational objectives.

This is true regardless of the type of organization-government, business, education, health or social welfare. Organizational effectiveness depends largely on the performance of people working in organizations. Management concerned to increase in performance of human resources is human resource management. It aims at achieving organizational goals through improvements in the productive contribution of people. It is concerned with philosophy, principles and practices related to human aspects of

management. It keeps balance between the goals of organization and the goals of the individual.