

The proper implication of harm

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



The aim of this research is to point out the significant role of HARM in companies' success. Another aim is to make business tycoons aware of what HARM is not. The study portrays that organizations do not owe their success solely to market realities and sustainable competitive advantages, rather successful companies are those that consider their human capital as their most important asset. People are often confused with the term HARM, this research intends to eliminate the confusion in understanding HARM. HARM functions as the link between the organization and the employees.

A company should first become aware of the needs of its employees, and at a later stage, understand and evaluate these needs in order to make its employees perceive their job as a part of their personal life, and not as a routine obligation. To that end, HARM is very crucial for the whole function of an organization because it assists the organization to create loyal employees, who are ready to offer their best. Is HARM really necessary for the organizations? How can an organization succeed with HARM? Why HARM is mostly used in bigger firms than smaller firms. Do small firms also need a HR department? Can business really succeed with the proper implication of HARM? All the queries will be answered through this research. As is a secondary research, most of the materials relating to this topic have been gathered from internet, textbooks and previous research. As HARM itself is a broad topic, so to narrow the study this research will conduct only the importance of HARM and what HARM is actually not. In addition to this the research also points out the success of the companies implementing HARM with the one without HARM.

Take our 20 best people away, and I will tell you that Microsoft would become an unimportant company (Bill Gates, CEO of Microsoft in Fortune, November 25th, 1996). This clarifies that how important is HARM for the development of business. Placing right people at right position and utilizing all the available means in a proper way is a key to success in business. It's not always true that HARM confidently lead business to success. However, recession, natural disaster etc can hinder the success of business but business tycoons should be aware that the more intelligent the HER department the less the recession impact. HARM could be a mean to reduce the global recession problem. In a nutshell, HARM is an essential to all the Organizations either small or big organizations. However HARM is mostly used in bigger firm than in smaller firm as bigger firm are equipped with larger employees.

Whether an organization consists of five or 25, 000 employees, human resources management is vital to the success of the organization. HER is important to all managers because it provides managers with the resources – the employees – necessary to produce the work for the managers and the organization. Beyond this role, HER is capable of becoming a strong strategic partner when it comes to “ establishing the overall direction and objectives of key areas of human resource management in order to ensure that they not only are consistent with but also us port the ACH vehement of buss news goals.