

# Human Resource Management



**Human Resource Management Study Notes-** It is the process, concerned with hiring, motivating and maintaining people in an organization. Human Resource Management is the function performed in an organisation that works with the best utilization of individuals to accomplish authoritative and singular objectives.

With the developing complexity of the market and competition, Human Resource Management has advanced as quite possibly the important discipline in any organization. Especially in the schooling industry where recipient, delivery and improvement of services is reliant on Humans. In short, it focuses on the people in the organization.

In order to build a rewarding employee experience, you need to understand what matters most to your people.” – *Julie Bevacqua*

## Human Resource Management in Managerial Level

Below mentioned are the Human Resource Managerial roles.

Planning      Organizing      Directing      Staffing      Controlling

## Human Resource Management in Operational level

Below mentioned are the Human Resource Operational goals

### ***Employment HR Development***

HR Planning Training

Recruitment Management Development

Selection      Performance Appraisal

Placement      Career Planning and Development Fringe Benefits

Induction

### ***Compensation Management***

Wage and Salary Administration

Bonus

Job Evaluation

Incentives

## Role of Human Resource Executives

- **Recruiter** – A person who is capable of managing the selection, training, recruitment, career planning, development and succession planning and performance management is a Recruiter. He ought to have the option to decide long term HR needs, evaluate current assets and figure out which regions in the association need change.
- **Executive-** The fundamental element of HR Executive support is to help the business to deliver people-related processes, vision and strategy across the company, aligned with the law. Human Resource chiefs likewise support different partners inside the business to determine testing issues identified with the work and dismissal of staff.
- **Facilitator-** an HR Facilitator handles the essential communication and processing of human resource-related activity for their separate office. They may likewise give oversight and guidance to other unit staff that offer transnational help, for example,



preparing workforce activities and payroll. The work of the facilitator is to help get the journey to happen without directing the agenda. "The facilitator gives the construction, cycle and direction for the gathering while at the same time staying out of the content.

- **Consultant-** Human Resource Consultants guarantee that an organization's human resources serve the wellbeing of the organization. By building and developing an HR model specific to the organizations that employ them. HR advisors work to guarantee that the organization is utilizing its faculty to accomplish its objectives as well as guaranteeing the labour force is working at a top quality of productivity and efficiency.
- **Auditor-** The HR Auditor examines various aspects of the HR tasks in a company such as policies, documentation, processes, systems and procedures. Basically, it is the process to evaluate the Human Resource department's performance.



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