

# Rizvi College of Arts, Science and Commerce Bandra (West)

HUMAN RESOURCE MANAGEMENT

SEMESTER 6

BY

ZAHRA DEHGHANI

(ASSISTANT PROFESSOR)

BBI DEPARTMENT



# Roadmap



- Meaning
- Scope of HRM
- Role and Functions of HRM
- Globalization and HRM
- Structure of HR Department

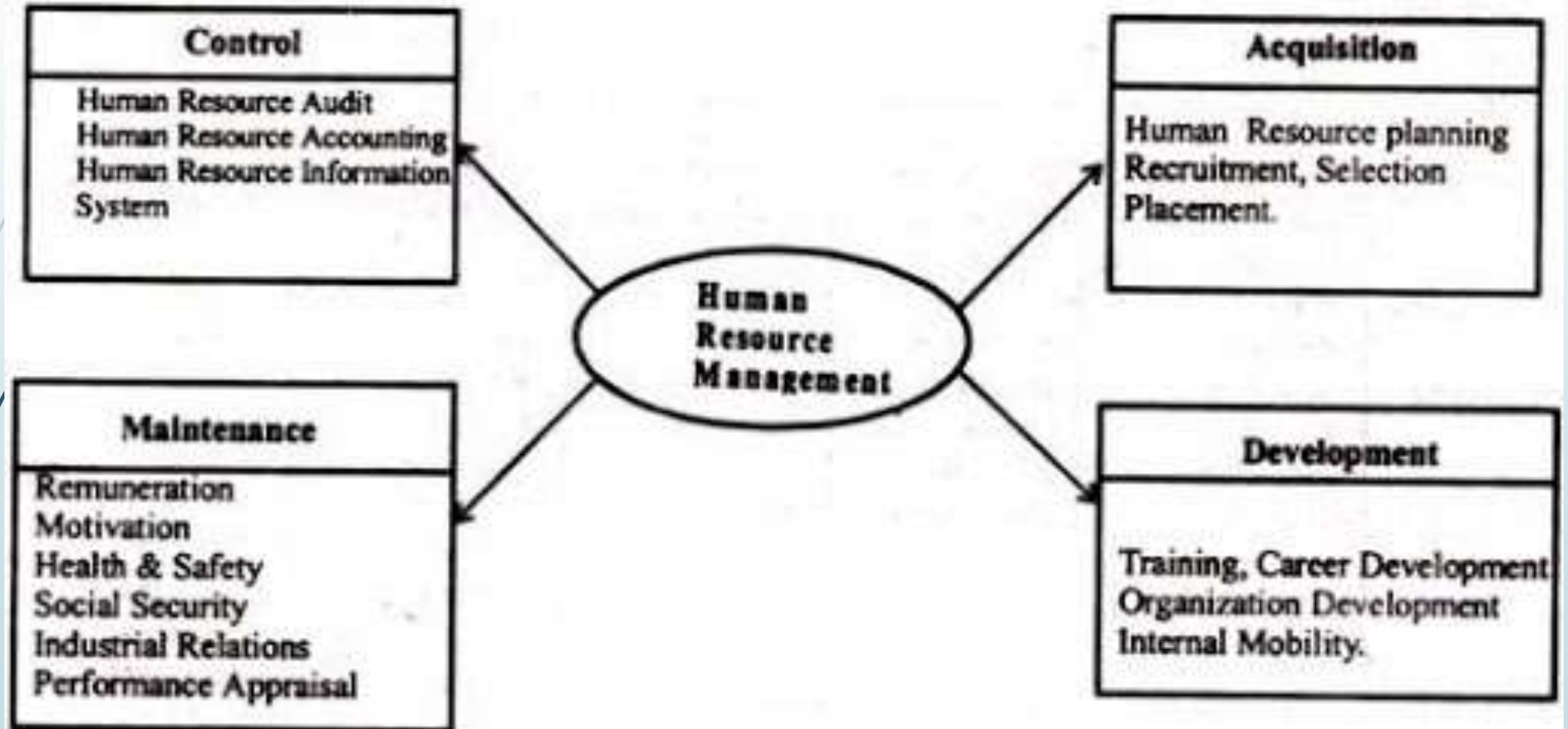


# Meaning

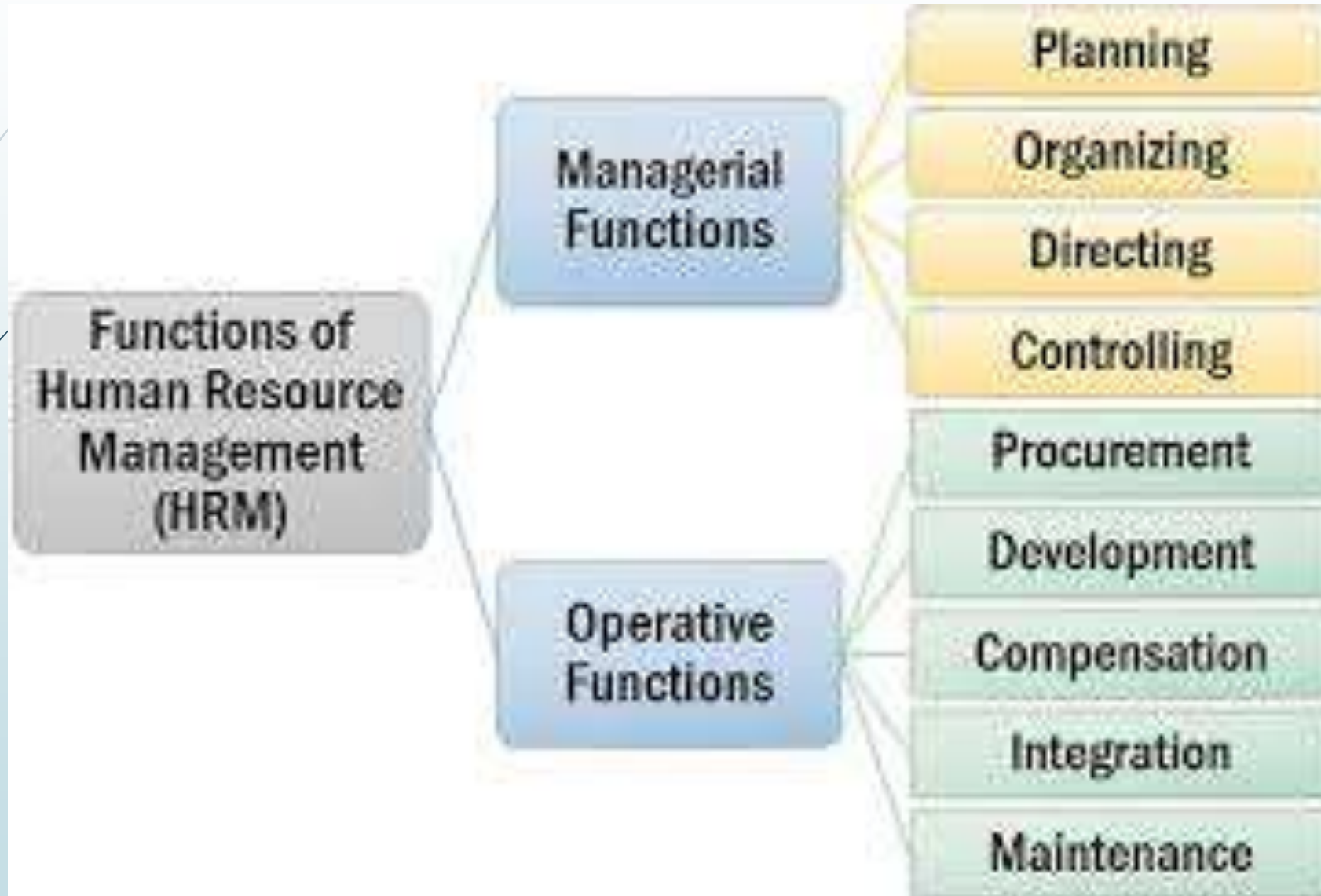
- ▶ According to Flippo “Personnel management, or say, human resource management is the planning, organising, directing and controlling of the procurement development compensation integration, maintenance, and separation of human resources to the end that individual, organisational and social objectives are accomplished”.

# Scope of HRM

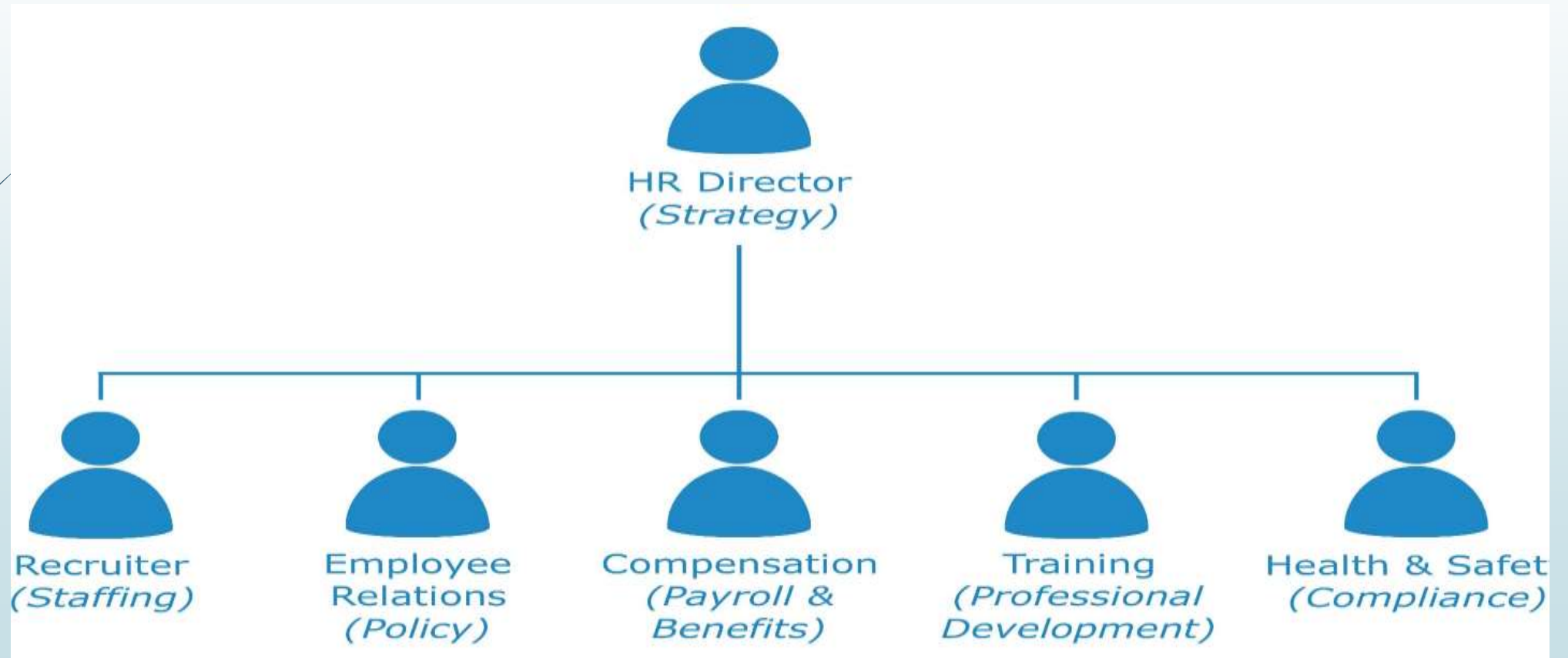
**Fig. 1.1: Scope of HRM**



# Functions of HRM



# HR Department Structure



# Objectives of HRM

<i>HRM Objectives</i>	<i>Supporting Functions</i>
1. Societal Objectives	<ol style="list-style-type: none"><li>1. Legal compliance</li><li>2. Benefits</li><li>3. Union-management relations</li></ol>
2. Organisational Objectives	<ol style="list-style-type: none"><li>1. Human resource planning</li><li>2. Employee relations</li><li>3. Selection</li><li>4. Training and development</li><li>5. Appraisal</li><li>6. Placement</li><li>7. Assessment</li></ol>
3. Functional Objectives	<ol style="list-style-type: none"><li>1. Appraisal</li><li>2. Placement</li><li>3. Assessment</li></ol>
4. Personal Objectives	<ol style="list-style-type: none"><li>1. Training and development</li><li>2. Appraisal</li><li>3. Placement</li><li>4. Compensation</li><li>5. Assessment</li></ol>

A dark grey arrow points to the right from the left edge of the slide. Below it, several thin, curved lines in shades of blue and grey sweep across the left side of the slide.

# Globalization and HRM

- ▶ Foreign assignment
- ▶ Working with culturally different people
- ▶ Handling of backlash of anticipation
- ▶ Problems of outsourcing and low cost labour
- ▶ Danger of terrorism



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# HRM policies and Practices

- ▶ Objectives and benefits
  - ▶ Understanding
  - ▶ Consistency
  - ▶ Line of Authority
  - ▶ Avoids confusion
  - ▶ Avoids misunderstanding
  - ▶ Responsibility



# Policies and Procedures



- ▶ How to Prepare HRM policies and Procedures
  - ▶ Responsibility for preparation of manual
  - ▶ Careful drafting
  - ▶ Content
  - ▶ Separate handbook
  - ▶ Revision
  - ▶ Legal issues
  - ▶ Description