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Subject:- Human Resources Management

Unit-1

Topic:- Environment of HRM

Modern organisational setting is characterised by constant change relating to the environment forces and human resources. Environmental factors are related to economic, political and social patterns in which organisations exist. Human resource factors includes changes in affecting employment relationships. Management of human resources is known as human resource management or personnel management. It is the part of management process which deals with the management of human resources. Personnel management is concerned with human problems of an organisation so that, individuals can make their maximum contribution to accomplishment of common goals and at the same time attain social satisfaction.

E. P. Flippo

"Personnel function is concerned with the procurement, development, compensation, integration and maintenance of the personnel of an organisation towards the accomplishment of the organisation's major goals and policies."

Dale Yoder

"Personnel management is that phase of management which deals with the effective control and use of man-power as distinguished from other sources of power."

Oliver Sheldon

"Personnel management is a part of the management process which is primarily concerned with human constituents of an organisation."

P. Pigours and Charles A. Myers

"Personnel Administration is a method of developing the potentialities of employees so that they get maximum satisfaction out of their work and give their best efforts to the organisation."

From the above definitions it can be inferred that human resource management is that practical branch of management which is related to procurement of human resource, training and developing them, organising and co-ordinating them and developing the cordial human relation in the organisation.