

Mr. Barmeshwar Singh
Faculty of vocational courses
(B.B.A, B.COM and BCA)

D.K. College, Durgam

Subject:- Human Resources Management
Unit - 1

Topic:- Objectives of Human Resource
Management

The primary objective of any organisation is to maximize profits and wealth attributable to the owners of the firm. The main object of human resource management is to manage the workers and employees in an enterprise in the best possible manner. Following are the important objectives of human resource management in an organisation.

(a) To increase the welfare of human resources.

Personnel Management is to increase the welfare of workers and employees engaged in an enterprise. Best working conditions should be provided and many other welfare programmes must be launched so that employees may get the facilities of health and recreation.

(B) To Establish Harmonious Relations between Labour and Capital:- The objective of Personnel Management is to establish harmonious and friendly relations between labour and capital in the enterprise. The philosophy of Modern Management is that the contribution of Labour is not less important than that of the capital, Managers realise that they can not make the best use of capital without co-operation of the labour. Therefore, it stresses upon the development of trust and faith between employees and employers.

(C) To arrange Effective Communication with Employees:- Another very important object of Personnel Management is to maintain effective communication with employees so that the orders and direction of Management may be passed to the employees and the problems and grievance of workers may also be communicated to the Management.

(D) To Develop the Employees:- The object of Personnel Management is the development of employees working in an enterprise. Employees are provided the facilities of training and education so that the efficiency and ability of the employees may be increased.

Other objects

Other objects of personnel management are:-

(i) To arrange for the sufficient number of efficient, capable and experienced employees in all the departments and at all the levels of management.

(ii) To motivate the employees so that the productivity of enterprise may be increased.

(iii) To increase the morale of employees.

(iv) To provide best working conditions to the employees so that they may complete their work in most efficient manner.