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Subject:- Human Resources Management
unit - 01

Topic:- Importance of Human resources
Management.

The human relations and human behaviour school of Management has emphasized the role of people in work organisations. Personnel psychology, sociology and other related behavioural sciences have emphasized the importance of treating people in organisations so as to get desired results effectively. Human resources management advocates the means and ways of treating the employees in order to get the things done through them and contribute to the success of the enterprise.

Human resource management involves the effective and efficient utilisation of human resource of an organisation. It guides the personnel into the dynamic organisations that attains its objectives with a high degree of morale and to the satisfaction of those concerned. The importance of human resource management can be discussed from the broad three view points as:-

① Importance For Individual enterprise:

- (a) securing willing & co-operation of the employees for achieving goals of the enterprise and fulfilling their own social and other psychology needs of recognition, love, affection, belongingness, esteem and self actualisation.
- (b) creating right attitude among the employees through effective motivation.
- (c) utilising effectively the available human resources.

② Professional importance:-

- (a) providing maximum opportunities for personnel development.
- (b) providing healthy relationship between different work groups so that work is effectively performed.
- (c) correcting the errors of wrong postings and proper reallocation work.
- (d) maintaining the dignity of the employee as a human being.
- (e) Improving the employees' working skill and capacity.

③ Social Improuance: -

- ① providing Suitable and most productive employment which might bring them psychological Satisfaction.
- ② By helping people make their own decisions.
- ③ Making maximum utilisation of the resource in an effective manner and paying the employe a reasonable compensation in proportion to the contribution made by him.
- ④ maintaining a balance between the jobs available and the Job Seekers, according to the Qualifications and needs.