

Essay about Human Resource Management



I.INTRODUCTION

People are the key to business success. However nowadays of business this is often neglected and people are seen to be a necessary expense. A successful business does not just rely on a person's power instead it involves continuous effective teamwork and communication. Storey (1995) defines that human resource management is an individual approach to employment management which seeks to achieve competitive advantage through the strategic deployment of a highly committed and capable workforce, using an integrated array of cultural, structural and personnel techniques.

II.THE ROLE OF HUMAN RESOURCE MANAGEMENT

Human resource management involves several of practices such as recruitment/resourcing, administration, selection, [show more content...](#)

It is necessary for human resource management to have a proper human resource planning. "Human resource planning involves planning that assure a firm's needs for employees", says Madura. She also includes that human resource planning consists of three tasks which are forecasting staffing needs, job analysis (Madura, 2007). Recruiting and selecting the right employee is not enough. There is a necessity to provide continuous training and development to the employees to be more productive and efficient. With great training, it enables the employees to be more innovative, creative, motivated and thus increase their working performance. Training can be through various types such as on the job training, off the job training, job rotation and scholarships.

Human capital management plays an important role in the recruitment process. It is essential for hiring, managing, training high performing employees. Human capital management is important for hiring the right talent, orienting him/her to the organization, making a new employee feel comfortable, training employees in order to constantly upgrade their skills, retaining employees and making employees self sufficient and prepare them for adverse conditions.

III.APPRECIATE THE EMPLOYEES

A manager must recognize the employees with knowledge and skills and encourage them to use their abilities. Organization and managers should recognize their successful business which this success depends on human capital and

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