



NEED OF HRM IN AN ORGANISATION

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ABSTRACT

The main objective of this paper is to bring about the role of Human Resource Management in an Organisation why it is needed, what are the areas in which HRM works and how it works what are its objectives why is it important to have HRM in an organisation these are the areas on which we have focused in this paper. The purpose is to let readers know more about HRM field.

INTRODUCTION

Human Resource Management also be called as people's or personal Management basically is a team of people works in an organisation to manage people formally. The basis of their work is to recruit or hire an employee further provide the necessary training to the employees motivating them and compensating the employees according to their work performances.

HRM needs to ensure that employees are working in a harmonious way and they've been rewarded as required and satisfied with the employment they are getting. It focuses on bringing new talent and ideas to the organisation which will be beneficiary to the organisation as well as the employees.

LITERATURE REVIEW

There are nine practices in HRM namely- Selection & Recruitment, Learning & Development, Performance Management, Performance appraisal, Employee Training, Career Planning, Job definition, Reward &

Compensation. Selection & Recruitment refers to the process of selecting a deserving candidate and hiring him to achieve company's objective. Learning & Development involves in enhancing an employee's overall working skills and morale and improving his productivity. Performance appraisal involves in praising and motivating the candidate time to time it is a very vital step as it contributes in enhancing an employee's confidence and also it boost up his working. Reward and compensation includes providing promotions and monetary reward accordingly.

Importance of HRM

- Fulfils Human Resource Requirement.
- Helps in selecting and Hiring Candidate fairly.
- Helps in utilising Human Resource.
- Helps in enhancing work Environment.
- Helps in overall Development of an Organisation.

Need for HRM

- For better relationship between the Union & Management.

- For creating a positive and harmonious work environment.
- It facilitates professional growth.
- For keeping up with the changing environment.
- For fulfilling research and development needs.

Objectives of HRM

- Achieving organisational goals and objectives.
- Maintaining a healthy work culture.
- Motivating employees time to time.
- Team Integration and Training and Development.
- Compensating and Rewarding.

RESEARCH METHODOLOGY

This study is completely based on secondary data and is been done just for helping readers to understand HRM in a better way. The data is been collected through online surfing, Articles, Research Journals and books etc.

CONCLUSION

The practices of Human Resource Development should be given more value as HRM is the key to success it is the key to fulfil a company's objectives and Goals. HRM plays a vital role in Today's world as it helps in day to day basis. With the rapid changes in the world HRM helps with the Research and Development, it helps in keeping everything updated with the changing trends.

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