**Teacher: Mekhaneg Abdallah**

**Lecture2: Definition and characteristics of Human Resource Management**

**1. Definition of Human resource management**

**1.1. Definition 1**

Human resource management is the practice of recruiting, hiring, deploying and managing an organization's employees. It is often referred to simply as human resources. A company or organization's Human Resource department is usually responsible for creating, putting into effect and overseeing policies governing workers and the relationship of the organization with its employees. The term human resources was first used in the early 1900s, and then more widely in the 1960s, to describe the people who work for the organization. HRM is employee management with an emphasis on those employees as assets of the business. In this context, employees are sometimes referred to as human capital. As with other business assets, the goal is to make effective use of employees, reducing risk and maximizing return on investment.

**1.2. Definition 2**

Human Resource Management is the process of recruiting, selecting, inducting employees, providing orientation, imparting training and development, appraising the performance of employees, deciding compensation and providing benefits, motivating employees, maintaining proper relations with employees and their trade unions, ensuring employees safety, welfare and health measures in compliance with labour laws. Human Resource Management deals with the management functions like planning, organizing, directing and controlling

**1.3. Definition 3**

Human resources is the division of a business that is charged with finding, recruiting, screening, and training job applicants. It also administers employee benefit programs.HR plays a key role in helping companies deal with a fast-changing business environment and a greater demand for quality employees in the 21st century. Human Resource Management is a process and philosophy of acquisition, development, utilization, and maintenance of competent human force to achieve goals of an organization in an efficient and effective manner.

**2. Characteristics of Human Resource Management**

**2.1. It is an art and a science:**

HRM is both the art of managing people by recourse to creative and innovative approaches. It is a science as well because of the precision and rigorous application of theory that is required.

**2.2. It covers all Fields**

Development of HRM covers all levels and all categories of people, and management and operational staff. No discrimination is made between any levels or categories. All those who are managers have to perform HRM. It is pervasive also because it is required in every department. All kinds of organizations, profit or non-­profit making, have to follow HRM.

**2.3. It is a continuous process**

It is a process as there are number of functions to be performed in a series, beginning with human resource planning to recruitment to selection, to training to performance appraisal. To be specific, the HRM process includes: planning, recruitment, selection, placement, socialization, development and training.

**2.4. It is a service function:**

It serves all other functional departments. But the basic responsibility always lies with the line managers. The HR Manager has line authority only within his own department, but has staff authority as far as other departments are concerned.

**2.5. It is a multi-disciplinary activity**

It is encompassing welfare, manpower, personnel management, and keeps close association with employee and industrial relations. It is multi-disciplinary activity utilizing knowledge and inputs from psychology, sociology, economics, etc. It is changing itself in accordance with the changing environment.

**2.6. It focusses on results**

HRM is performance oriented. It has its focus on results, rather than on rules. It tries to secure the best from people by winning the whole hearted cooperation. It is a process of bringing people and organization together so that the goals of each are met.

**2.7. It is a People-centered skill**

HRM is about people at work both as individuals and a group. It tries to help employees to develop their potential fully. It comprises people functions like hiring, training and development, performance appraisal, working environment. It has the responsibility of building human capital. People are vital for achieving organizational goals.

**2.8. It recognizes individual differences**

HRM is a philosophy and the basic assumption is that employees are human beings and not a factor of production like land, labor or capital. HRM recognizes individuality and individual differences. Every manager to be successful must possess social skills to manage people with differing needs.

**References:**

<https://www.indeed.com/career-advice/career-development/why-are-human-resources-important>

<https://www.whatishumanresource.com/human-resource-management>

https://www.techtarget.com/searchhrsoftware/definition/human-resource-management-HRM