

# Human Resource Management

Introduction Human resource management ~~manag~~ management is the tactical and rational approach to the management of an organization's most valued assets - The people working there who individually and collectively contribute to the achievement of the objectives of the business.

Human resource management is an approach to the management of people, based on certain fundamental principles

Human resources are the most important assets an organization has and their effective management is the key to its success and this success is most likely to be achieved if the personnel policies and procedures of the enterprise are closely linked with, and make a major contribution to the achievement of corporate objectives and strategic plans. The corporate culture and the values, organizational climate and managerial behavior that emanate from that culture will exert a major influence on the achievement of excellence. This culture must, therefore, be managed which means that



Organizational values may need to be changed or reinforced and that continuous effort, starting from the top, will be required to get them accepted and acted upon.

Human resource management concept, including human capital theory and human asset accounting, can be found in literature dating as far back as the 1970s. But the modern view of human resource management first gained prominence in 1981 with its introduction on the prestigious management programme course at Harvard Business School. Today, the human resource management approach is influential in many parts of the world. Human resource management is strategic approach involving top, middle management, etc. but only if we accept the rhetoric of human resource management without debate.



Human resource management is seen by ~~the~~ practitioners in the field as a more innovative view of workplace management than the traditional approach. Its techniques force the management of an enterprise to express their goals specifically so that they can be understood and undertaken by the workforce and to provide the resources needed for them to successfully accomplish their assignments. As such, the human resource techniques, if practised properly, are expressive of the goals and operating practices of the enterprise overall.

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