ENVIRONMENT OF HRM

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HRM ENVIRONMENT

Environment comprises all those forces which have their bearing

on the functioning of various activities including human resource activities. Environment scanning helps HR manger become proactive to the environment which is characterised by change and intense competition. Human resource management is performed in two types of environments- internal and external.

- **These are discussed one by one:**

INTERNAL ENVIRONMENT

- These are the forces internal to an organisation. Internal forces have profound influence on HR functions. The internal environment of HRM consists of unions, organizational culture and conflict, professional bodies, organisational objectives, polices, etc. A brief mention of these follows:-

1.UNIONS

- Trade unions are formed to safeguard the interest of its members/workers. HR activities like recruitment, selection, training, compensation, industrial relations and separations are carried out in consultation with trade union leaders.

2.ORGANISATIONAL CULTURE AND CONFLICT

- As individuals have personality, organizations have cultures. Each organisation has its own culture that distinguishes one organisation from another. Culture may be understood as sharing of some core values or beliefs by the members of the organisation "Value for time" are the culture of Reliance Industries Limited. The culture of Tata conglomerate is "get the best people and set them free".

- HR practices need to be implemented that best fit the organisation's culture. There is often conflict between organizational culture and employee's attitude. Conflict usually surfaces because of dualities such as personal goal vs. organisational goal, discipline vs. autonomy, rights vs. duties, etc. Such conflicts have their bearings on HR activities in an organisation.

3.PROFESSIONAL BODIES

- Like other professional bodies, the NIPM(National Institute Of Personnel management)as the HR professional body regulates the functions of HR practitioners in India. For this the NIPM in of ethics which the HR practitioners are expected to declare their allegiance to the code . Thus, professional bodies also influence HR functions of an organization.