



## NATURE OF HUMAN RESOURCE MANAGEMENT

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## **NATURE OF HRM**

The most important features of HRM may be listed thus:

- Pervasive force HRM is pervasive in nature. It is present in all enterprises and permeates all levels of management in an organization.
- Action oriented HRM focuses on action, rather than on record keeping, written procedures or rules. The problems of employees at work are solved through employee-friendly policies.
- Individual oriented HRM seeks to get the best out of an employee. Each employee is treated with respect and dignity. Career opportunities are created so that employees do not leave a company. Necessary training is provided in order to help an employee grow..
- People oriented HRM is all about people at work, both as individuals and groups. The right jobs are assigned to the right people. Growth avenues are thrown open to all. Excellent performance is rewarded and encouraged. Every attempt is made to keep employees happy and contented.
- Future oriented Effective HRM prepares people for current as well as future challenges. Employees are encouraged to take up assignments that match their skills and talents.
- Development oriented HRM intends to develop the full potential of employees. The reward structure is tuned to the needs of employees. Training is offered to sharpen and improve their skills. Employees are rotated on various jobs so that they gain experience and exposure. Every attempt is made to use their talents fully in the service of organisational goals.
- Integrating mechanism: HRM seeks to strike a rapport between people working at various levels in an organisation. The whole attempt is to create a tension-free work environment. Issues that flare up emotions such as wage increases, work schedules, benefit plans and union-management relations are always given topmost priority so as to keep employees in good humour.
- Comprehensive function HRM is concerned with managing people at work. It covers all types of personnel—workers, supervisors, middle and top managers. All issues relating to talent acquisition, development and retention are put to close examination.
- Auxiliary service HR departments exist to assist and advise the line or operating managers to do their work more effectively. The HR manager is a specialist advisor, and HR is a staff function.
- Interdisciplinary function HRM is a multidisciplinary activity, utilizing knowledge and inputs drawn from subjects such as psychology, sociology, anthropology,

economics. Influences that affect employee behaviours, attitudes and performance are given topmost priority. The whole exercise is meant to understand the psychology of employees from various angles—as to why people behave the way they do.

Continuous function HRM is not a one-shot deal. It cannot be practiced only one hour each day or one day a week. It requires constant alertness and awareness of human relations and its importance in everyday operations.