

# HRM v/s Personnel Management

Basis of Difference	HRM	Personnel Management
Definition	HRM is a process of making the effective and efficient use of human resources so that set of goals are achieved.	PM primarily focuses on ordinary activities, such as employee hiring, recruitment, training & distributing the salary.
Respect for employees	Consider employee as important asset for the development of organization.	Consider employees as a labour and use them for the benefit of the organization.
Strategic nature	Long term	Short term
Job design	Based on team work	Based on division of labour
Training/Development	Learning organization culture, Transformed into a leader & Job related training	Limited
Focus of Benefit	Mutual benefit (Both organizational & employee)	Organizational Benefit
Flow of communication	Direct / Open	Indirect / Restricted
Decision making	Participative & decentralized decision making	Is done by only top level management

# Difference Between Personnel Management Hrm

**Randall S. Schuler, Peter Dowling, John  
P. Smart**

## **Difference Between Personnel Management Hrm:**

A Handbook of Human Resource Management Practice Michael Armstrong, 2006 A fully updated and revised tenth edition of this classic best selling textbook It remains the primary text for all students studying HRM both undergraduate and postgraduate as well as for students of the Chartered Institute of Personnel and Development CIPD diploma The Handbook also continues to be an essential reference source for all managers concerned with personnel and HRM issues This new edition of A Handbook of Human Resource Management Practice contains a number of significant additions and revisions including substantial revisions to seventeen chapters and new chapters on Human Capital Management the Role of the Front Line Manager HR Strategies Developing and Implementing HR Strategies and Learning and Development The new edition also contains updated material based on recent developments in HRM policy and practice and a wide range of surveys and research projects conducted by professional associations and research bodies

### **Human Resource Management**

Gurpreet Randhawa, 2007-11 The Present Book Provides A Comprehensive View On Human Resource Management It Would Be An Ideal Textbook For Mba M Com Pgdm And Other Postgraduate Courses Beginning With Introductory Perspectives Of Hrm And Its Evolutive Aspects The Book Elucidates In An Easily Comprehensible Manner The Concepts Of Human Resource Planning Job Analysis And Collection Of Job Data Job Design Recruitment Selection And Barriers To Effective Selection Psychological Testing And Interviews Placement And Induction Procedure Training And Management Development Techniques And Problems Associated With Performance Appraisal Career Planning Promotions Transfer And Demotions Employee Compensation Incentives Benefits And Services Industrial Relations And Disputes Employee Grievances Employee Welfare Safety And Health Collective Bargaining And Global Human Resource Management The Book Is The First Of Its Kind As It Provides Learning Objectives In The Beginning Of Every Chapter Numerous Exhibits And Examples That Would Help Sustain The Interest Of Readers Key Terms And Questions Following Each Chapter A Small Hr Dictionary In The End Of The Book Surely The Book Will Provide A Rewarding And Refreshing Experience To Its Readers

### *Human Resource*

*Management: Text & Cases, 2nd Edition* Pande Sharon & Basak Swapnalekha, 2015 In a constantly evolving service led Indian economy human resources have become the cornerstone of an organization s success The management of human capability has become an art that has to be understood and mastered to run a successful enterprise Human Resource Management Text and Cases 2e explains the basic concepts of this discipline and presents cases that provide an insight into the challenges faced by HR professionals on a day today basis Going beyond the coverage of a traditional textbook this book focuses on applied aspects of HRM which capture the evolving challenges in the field The authors have used their extensive real world work experience in talent acquisition and human resource development and retention to provide lucid explanation of all major concepts of human resource management Replete with examples and cases this title is a complete guide for all MBA students and HR practitioners

**KEY FEATURES** Extensive coverage of HR best practices and innovations Sample ready

to use formats of relevant documents Thought provoking chapter opening cases to set the context for learning in the text ahead Application cases to showcase real world implementation of concepts PowerPoint slides and Question Bank for teachers

**Strategic Human Resource Management at Tertiary Level** Murli D. Tiwari,Iti Tiwari,Seema Shah,2022-09-01 Owing to the revolution in information technology the face of the contemporary workplace has changed and systems have been made more effective by introducing new techniques of Information Technology In this book we focus on HRM and how modern technology is helping in ensuring the effectiveness of HR functions This would indicate that HRIS was viewed rather favorably as an administrative tool but not a strategic one This volume covers all these aspects

**Human Resource Management. Roles of Line-Managers and Stages of HR Planning** Amritpal Hayre,2015-02-09 Project Report from the year 2013 in the subject Business economics Business Management Corporate Governance grade 91% Distinction language English abstract This report distinguishes the various types of management and assesses the function of HR Also it evaluates the roles and responsibilities of line managers as well as the duties towards HR planning Furthermore the report outlines the stages of HR planning whilst comparing the recruitment and selection process Moreover the author evaluates the effectiveness of recruitment and selection techniques and the link involving motivational theory Finally it evaluates the job evaluation process whilst assessing the effectiveness of reward systems to monitor staff performance This report is part of the BTEC Higher National Certificate series by the author and relates to Unit 23 Human Resource Development

A Handbook of Personnel Management Practice Michael Armstrong,1996 This edition reflects the Institute of Personnel and Development s Autumn 1996 syllabus Topics covered include personnel and development management organizational behaviour design and development resourcing employee reward and health safety and welfare An LPBB ELBS edition is available

**Human Resource Management versus Personnel Management** Marco Köster,2004-05-31 Essay from the year 2002 in the subject Sociology Work Education Organisation grade Grade A University of Manchester Institute for Development Policy and Management language English abstract When the flexible concept of HRM emerged in the 1980s in the times of Thatcherism and Reaganomics it could not help but look more desirable than personnel management Hope Hailey The attractiveness of the theory of managing personnel led to a proliferation of HRM language Nonetheless it remains to be seen if there is more to HRM than only a new and shining rhetoric A number of authors stress the difficulties of identifying clear differences between personnel management and HRM and maintain that the most obvious change is a re labelling process Torrington agrees that a change of label is obvious though one cannot be sure that the content differentiates to any extent However the new terminology may at least rid personnel management from its unfavourable welfare image and other negative connotations and thus save the ailing function of managing personnel from marginalisation Accordingly some HR academics maintain that new labels on old bottles may have their uses even if it is only for marketing purposes Furthermore a valuable contribution of HRM is to direct the attention to regarding people as the key resource of

organisations and lending the management of personnel increased importance In this essay the similarities and differences between personnel and HR management are analysed with regard to their theoretical approaches as well as their practical implementation Before sketching the similarities and differences in some detail two different models of HRM the soft and the hard approach will be introduced Finally the question will be examined if HRM models are manipulative and exploitative and a conclusion will summarise the results briefly

**Management Concepts-SBPD Publications** Sanjay Gupta, Jay Bansal,2022-05-10 1 Management Meaning Characteristics Concept and Scope 2 Management Nature Principles Levels and Limitations 3 Functions of Management and Managerial Roles 4 Authority and Delegation of Authority 5 Departmentation 6 Management by Objectives M B O 7 Evolution of Management Thought 8 Planning 9 Types of Plans and Strategic Planning 10 Nature and Process of Organisation 11 Organisation Structure and Forms of Organisation 12 Staffing 13 Direction Concept and Techniques 14 Leading and Leadership 15 Co ordination Meaning and Nature 16 Communication 17 Managerial Control 18 Techniques of Control 19 Functional Areas of Management Production 20 Functional Area Financial Management 21 Functional Area Human Resource Management HRD 22 Functional Area Marketing Nature Scope and Importance 23 Management Information System MIS 24 Concept of Decision Making and Role of Functional Information System

**Human Resource Management** John Ivancevich,Robert Konopaske,2012-02-16 *Journal of the Institute of Personnel Management* ,1920 **Personnel/human Resource Management** Robert L. Mathis,John Harold Jackson,1988 *Human Resource Management* Debi S. Saini,Sami A. Khan,2000 Contemporary Global Issues in Social Sciences Usamard Siampukdee,2005 *Human Resource Management* Derek Torrington,Laura Hall,Stephen Taylor,2002 This text provides a comprehensive practical description and discussion of the functions of personnel management supported by extensive illustrative material and evidence from current practice

**Personnel/human Resource Management in Australia** Randall S. Schuler,Peter Dowling,John P. Smart,1988 *The Essence of Personnel Management and Industrial Relations* A. G. Cowling,Philip James,1994 The authors present the key issues central to planning and conduct

**Human Resource Management in Western Europe** Ingrid Brunstein,1995 **International Encyclopedia of Business and Management** Malcolm Warner,2002 **Caṭṭagrāma Bīśvabidyālaya Śtādīja** ,1997 Human Resource Management on the Pacific Rim Larry F. Moore,P. Devereaux Jennings,1995 No detailed description available for Human Resource Management on the Pacific Rim

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