

# UNIT 1: WHAT IS HUMAN RESOURCE MANAGEMENT?

## Human Resource management past and present

- HRM was called personnel administration or personnel management
  - Because it was mainly concerned with administrative tasks of managing an organisation
    - Record keeping and dealing with employee wages, salaries and benefits
- 1. Scientific management
  - 100 years ago, people working in manufacturing industry
    - Worked long hours in dirty factories with no fresh air
  - Production played an important during that time
    - Employees were watched by supervisors
    - Employees were told they would lose their jobs if they did not produce a certain amount of goods in the time allowed
  - The scientific approach – is a way of studying jobs to see how much can be done in a certain time
    - It was used to find out how workers could be productive and efficient
  - Time and motion process
  - All employees earned the same weekly wage, even if they did different jobs and produced more products
    - The piece-rate system was introduced to encourage workers to work harder
    - Workers were paid according to the amount they produced and received more money for every product they produced above the performance standard
  - Problems with the scientific approach:
    - Workers were treated as people who were only interested in money
    - Work methods were concerned only with what workers could produce
    - It did not focus on workers and their job satisfaction
    - Workers were kept to a routine and were not encourage to use their minds

# Unit 1 Human Resource Management Hrm

**Fred Maidment**



## Unit 1 Human Resource Management Hrm:

HUMAN RESOURCE MANAGEMENT Vikrant Verma ,Nivedita Singh,2025-05-27 MBA SECOND SEMESTER According to the New Syllabus of Dr A P J Abdul Kalam Technical University Lucknow *Fundamentals of Human Resource Management* Dr. Ravi Kumar Sharma,2023-12-12 Purchase the Fundamentals of Human Resource Management book tailored for B Com both First and Second Semester specializing in HR Major 2nd Sem Minor 1st Sem Aligned with the uniform syllabus of all universities in Bihar it adheres to the National Education Policy NEP 2020 and is structured based on the Choice Based Credit System CBCS for the Four Year Undergraduate Programme Elevate your understanding of HR concepts with this comprehensive guide Human Resource Management, 2nd Edition Seema Sanghi, The second edition is crispier as it covers topical subjects and some novel features The book is insightful and practical and takes the reader through the concepts to applications of Human Resource Management It is interspersed with examples from national and international organizations Thus it brings various HR aspects from countries across the world bringing in the global perspective to all HR issues The book has a proven track record of guiding students of management successfully through their studies It also helps line managers who have to deal with HR issues in their day to day handling of tricky questions **HUMAN RESOURCE MANAGEMENT** Dr. Vaman R. Naik,Dr. Sonali Saha,Shreeyash Sohani,2023-11-01 Buy Human Resource Management e Book for Mba 2nd Semester in English language specially designed for SPPU Savitribai Phule Pune University Maharashtra By Thakur publication *Human Resources Management* Dr. K.THAMARAI SELVI ,Dr. P. DENCY MARY ,Dr. TEENA JACULIN G,Dr.P. GAYATHRY,2025-07-11 HUMAN RESOURCE MANAGEMENT Rinku,Vikrant Verma,2025-04-01 MBA SECOND SEMESTER According to the New Syllabus of Kurukshetra University Kurukshetra based on NEP 2020 **Human Resource Management** John Ivancevich,Robert Konopaske,2012-02-16 **Effective Management of Human Resources in Educational Institutions in Kenya** Philip Wamalwa,2024-01-04 Academic Paper from the year 2023 in the subject Pedagogy School System Educational and School Politics grade University course Education management language English abstract For long education institutions in Kenya have been run on the basis of management acumen of individual principals This led to fluctuations in performance and output of these institutions leading to unpredictability Some institutions ended up being a pale shadow of their former selves as others short up in effectiveness just by a mere change of the principal This led to a relook at aspects such as succession management mentorship and a new approach of preparing a new school manager borrowing from human resource management trainings This book looks at how we can borrow and customize training practises that have been tried and tested in other fields in order to enrich the Education management career and lead to consistency and improvement in management practise at school This is borne by the fact that a school has many different people in many fields working together and so they need to be engaged in a combination matrix that maximizes on output while using personnel efficiently This book therefore aims at providing the basics needed to realize this dream The

government and the private sector may put up wonderful institutions with the best infrastructural facilities equipment and qualified teachers but all these would only address part of the problem of achieving success in learning Both the teaching and non teaching staffs need to be treated fairly in order to achieve academic excellence This means until the human needs of all those engaged at school are addressed facilities alone cannot offer the match craved for performance At school level the government parents and society look upon the head teachers to provide that much needed coordination and conducive environment for teachers learners and support staff to achieve the desired targets The foregoing puts a lot of pressure and high levels of expectation on the shoulders of heads of institutions HOIs to methodically deploy the human resources at hand to achieve the set targets Woe unto the head teachers with their administration teams who do not deploy their human relations and soft skills positively to build a strong team and win the confidence of such a team

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*Human Resources 95/96* Fred Maidment,1995 *Courses Catalog - University of Illinois at Urbana-Champaign*  
 University of Illinois at Urbana-Champaign,2002 Includes undergraduate and graduate courses

**Human Resource Management** John M. Ivancevich,1998 This text takes a managerial orientation and is relevant to managers in every unit project or team Managers are constantly faced with HRM issues problems and decision making and the primary goal of the text is to show how each manager must be a human resource problem solver and diagnostician Attention is given to the application of HRM approaches in real organizational settings and situations Realism understanding and critical thinking were important in this eighth edition [The Strategic Human Resource Management Sourcebook](#) Lloyd Baird,Craig Eric Schneier,Richard W. Beatty,1988

**Human Resources 06/07** Fred H. Maidment,2006-03 Annual Editions Economics provides convenient inexpensive access to a wide range of articles selected from some of the most respected magazines newspapers and journals published today Written by economists educators writers and researchers they provide effective and useful perspectives on today s important topics in the study of economics

**Annual Editions** Fred Maidment,1990 This anthology provides articles from sources such as HR Magazine The Futurist HR Focus Academy of Management journal and Harvard Business Review that focus on key topics in organizational behaviour Topics covered include employer employee relations learning and self management organizational culture and stress management

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*Editions* Maidment,1997      **Human Resource Management in Local Government** James Ansel Buford,James R. Lindner,2002 This book represents a unique approach to human resource management that addresses two important needs First the book answers the need for a practical guide for local government HR management The authors detail applications and techniques required in this working environment Second the book answers the need for an instructional text that accurately presents the local government HR manager s role and everyday activities      Fundamentals of Management Stephen P. Robbins,David A. De Cenzo,1998 Provides a foundation for understanding key management issues The text maintains a functional focus and presents up to date research studies in the field It is organized around four traditional management functions planning organizing leading and controlling This edition includes two chapter on Technology and the design of work processes and Managing teams Multiple choice questions at the end of each chapter reinforce all of the chapter objectives and are designed to impart critical thinking skills by facilitating increasing levels of thinking from knowledge to comprehension and finally to application An Internet exercise at the end of each chapter requires students to locate information and investigate a variety of issues

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