

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

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Clemens Wendtner



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