



SNS COLLEGE OF ENGINEERING

Kurumbapalayam (Po), Coimbatore - 641 107

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DEPARTMENT OF MANAGEMENT STUDIES

COURSE NAME : 19BA315 STRATEGIC HUMAN RESOURCE MANAGEMENT

II YEAR /III SEMESTER

Unit 1 - STRATEGIC HUMAN RESOURCE DEVELOPMENT

Topic 2: STRATEGIC FRAMEWORK FOR HRM & HRD



HUMAN RESOURCE DEVELOPMENT

- Development of employees
- Subset of HRM
- Aims to improve
 - Skills, competencies,
 - Knowledge, Behaviour and attitude

➤ The main goal of HRD activities relates to empowering and strengthening the capabilities of employees for making their performance metrics better.



HRD - Activities

- ▶ Provide beneficial opportunities to employees for their overall development.
 - ▶ Employee career development
 - ▶ Key employee identification
 - ▶ Training & development
 - ▶ Talent management
 - ▶ Succession planning
 - ▶ Performance management
 - ▶ Coaching and mentoring, etc.
 - ▶ Employee development from the DOJ till retirement

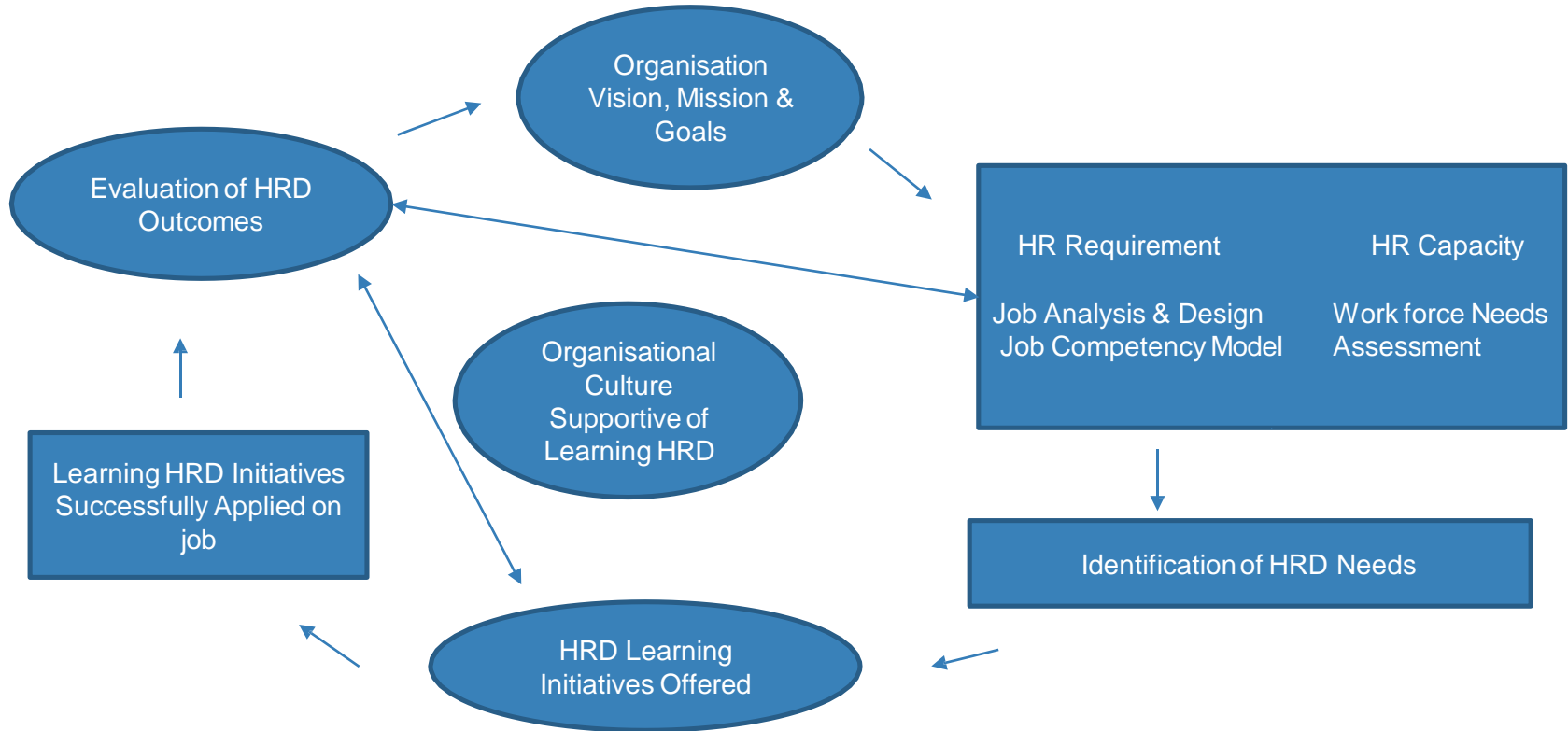


FEATURES OF HRD

- Planned and systematic approach
- Continuous Process
- Inter-Disciplinary Approach
- Both Micro and Macro Aspects



Strategic Framework for HRM & HRD





HRM Vs HRD



Basis of Differentiation	HRM	HRD
Definition and full form	The full form of HRM is Human Resource Management. It refers to how the principles of management can be applied to effectively manage the employees working in an organization.	The full form of HRD is Human Resource Development. It refers to continuous development functions that are implemented for improving upon the performance of those working in an organization.
Nature	HRM is basically a management function.	HRD is a sub-function of HRM.
Function	The functions of HRM are reactive in nature and are usually applied for gaining holistic organizational goals.	The functions of HRD are proactive in nature and have to be applied on a consistent basis to enhance the productivity of employees.
Goal	The objective of HRM is related to improving the overall performance of employees.	HRD goals are usually connected with skill development, knowledge enhancement and increasing the competency of employees.



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Process	Most HRM processes are routine in nature and have to be carried out as and when the need arises.	HRD processes are ongoing and not occasional.
Dependency	HRM is an independent entity in itself. It comprises of different sections inclusive of recruitment and retention, HRD, compensation, performance, appraisal management, etc.	HRD is a subsystem of HRM and draws many functions, attributes and processes from HRM.
Concerned with	HRM deals with and has concerns for people only. It handles recruitment, rewards, etc.	HRD is concerned with the development of all aspects and people within an organization and manages their skill development processes.
Levels of formality	HRM functions are generally formal and are applied via classroom/laboratory training, etc.	HRD functions may be informal as in mentorships; employees receive coaching from superiors, usually managers.



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Aspect	Human Resource Management (HRM)	Human Resource Development (HRD)
Focus	Managing people and administrative functions.	Developing employee skills and organizational capabilities.
Core Objectives	<ul style="list-style-type: none">- Optimize workforce performance.- Ensure compliance with labor laws.- Manage employee relations.	<ul style="list-style-type: none">- Enhance employee competencies.- Prepare employees for future roles.- Foster a culture of continuous learning.
Functions and Activities	<ul style="list-style-type: none">- Recruitment and Selection- Compensation and Benefits- Performance Management- Employee Relations	<ul style="list-style-type: none">- Training and Development- Career Development- Succession Planning- Organizational Development
Strategic Focus	Short-term, operational, and current workforce needs.	Long-term, developmental, and future workforce challenges.



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Aspect	Human Resource Management (HRM)	Human Resource Development (HRD)
Impact on Organizational Goals	Direct impact on productivity and operational efficiency.	Contributes to innovation, adaptability, and resilience.
Recent Trends	<ul style="list-style-type: none">- Digital HR- Remote work policies- AI in recruitment- Employee well-being and mental health	<ul style="list-style-type: none">- E-learning- Continuous skill development- Leadership development- Personalized learning paths
Interconnection	Provides the foundation for HRD through recruitment and performance management.	Enhances HRM effectiveness by developing and retaining talent.



RECAP

QUESTIONS???

THANK YOU