



SNS COLLEGE OF ENGINEERING

Kurumbapalayam (Po), Coimbatore - 641 107

An Autonomous Institution

Accredited by NBA - AICTE and Accredited by NAAC - UGC with 'A' Grade

Approved by AICTE, New Delhi & Affiliated to Anna University, Chennai



DEPARTMENT OF MANAGEMENT STUDIES

COURSE NAME : 23BAT202 - HUMAN RESOURCE MANAGEMENT

I YEAR /II SEMESTER

Unit 1 - INTRODUCTION TO HRM & FRAMEWORK

Topic 1: Nature & Scope of HRM



INTRODUCTION

- “The term Human Resources is used for the individuals who work in a firm.
- Human Resources may be defined as the total knowledge, skills, creative abilities, talents and aptitudes of an organization's workforce
- Several terms have been used to represent human resources. These include ‘personnel’ , ‘people at work’ , ‘manpower’, staff and ‘employees’





HUMAN RESOURCE MANAGEMENT

“People are our most valuable asset”

The ultimate aim of the function is to: "ensure that at all times the business is correctly staffed by the right number of people with the skills relevant to the business needs",

- Failure in not having a carefully crafted human resources management strategy, can and probably will lead to failures in the business process itself





DEFINITION

HRM is defined as the art of procuring , developing and maintaining competent workforce to achieve the goals of an organization in an effective and efficient manner.

- ▶ Human Resource Management is the organizational function that deals with issues related to people such as compensation, hiring, performance management, organization development, safety, wellness, benefits, employee motivation, communication, administration, and training.
- ▶ HRM is concerned with the most effective use of people to achieve organizational and individual goals



NATURE OF HRM





NATURE OF HRM (Contd..)

- Future oriented
- Development oriented
- Comprehensive functions
- Auxiliary service
- Inter disciplinary function



SCOPE OF HRM





RECAP

QUESTIONS???

THANK YOU