



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 2: Evolution of HRM



EVOLUTION OF HRM

- ▶ Evolution of Personnel management started in 19th century
- ▶ There was no department as such for taking care of above problem only welfare officers
- ▶ The exact growth of personnel management started during First World War because the number of munitions manufactured at a large scale
- ▶ So the number of employees needed to manufacture increased on the other hand the welfare officer also increased by 1300





Contd...

- ▶ During war women recruited at a large scale to fill the gap of men who left the factories to join war
- ▶ Which in turn leads to employ unskilled women
- ▶ The title labour manager or employment manager came in the year 1920
- ▶ Companies started merger and acquisition as strategy to grow
- ▶ They created their own specialist personnel department to unify the different policies
- ▶



SECOND WORLD WAR LEADS TO IMPROVEMENT IN PERSONNEL MANAGEMENT

Second world war increased the importance of having personnel department

- ▶ Again in second world war the number of women employees is more to fill the gap left by men
- ▶ Again re-training proper recruitment taken place
- ▶ Government saw the there is a huge need to have personnel department to take care of all employees
- ▶ The role of personnel management during war time was small
- ▶



Contd...

But there is an increasing in the bargaining between employer and unions during pre world war.

The bargaining power of unions has increases which resulted in unnecessary official and unofficial strikes

- ▶ The situation becoming worse and worse
- ▶ Due to this reason personnel manager was blaming for lacking of negotiation skill to resolve these situation
- ▶ In the year mid of 1960's organization started giving much importance to employ the personnel specialist to perform different activities
- ▶ Improvement in selection training appraisal and new management techniques
- ▶



RISING ROLE OF HRM

The role of HRM has gain more important in the year 1980

During 1990,s the success of large Japanese corporation took surprise to many western companies

- ▶ Success of these Japanese firm is due to effective management of workforce
- ▶ The practice of these companies also started practiced by western companies



EVOLUTION OF HRM



The Commodity Concept – Labour are regarded as commodity, wages are based on demand and supply. Government role is less

The Factor of Production Concept – Workers are like machine tools

- ▶ The Paternalistic Concept – As parents meet the requirements of children
- ▶ The Humanitarian Concept – To improve productivity, social and psychological needs must be met
- ▶ The Behavioural Human Resource Concept – Employees are assets of an organization
- ▶ The Emerging Concept – Employees should feel that the organization is their own.



EVOLUTION OF HRM

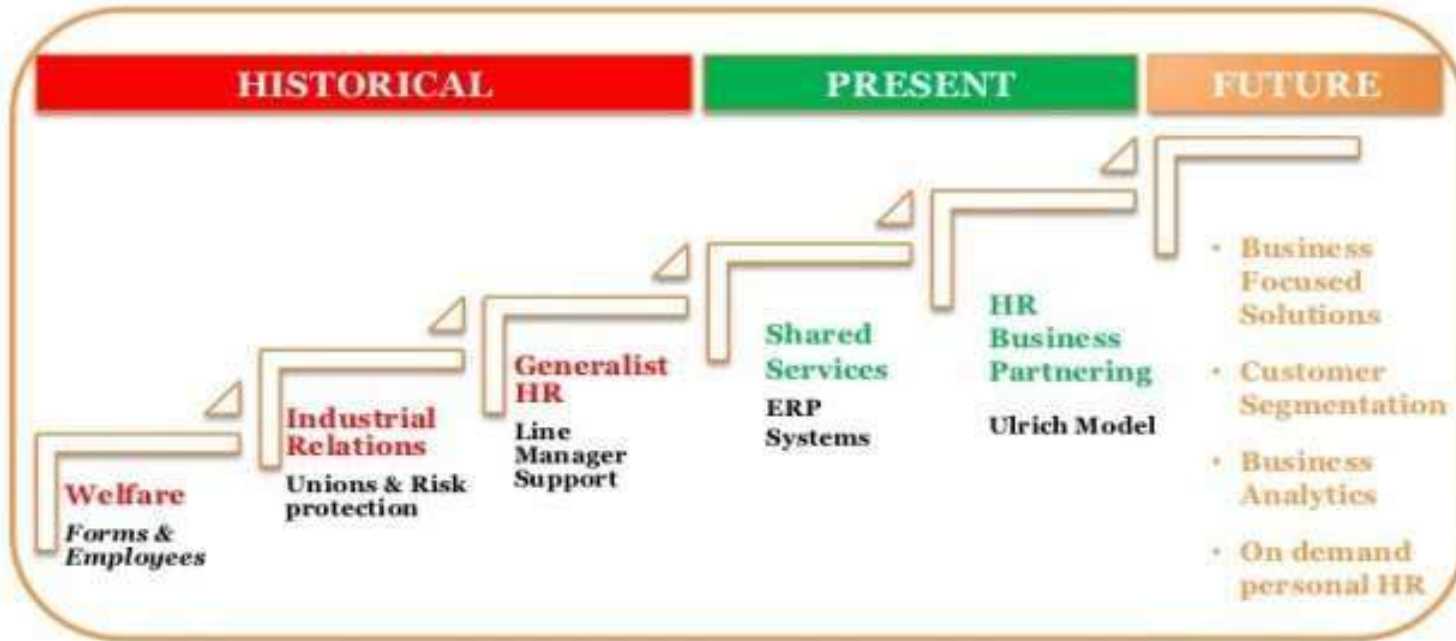
Industrial Revolution

Scientific Management

- ▶ Trade Unionism
- ▶ Human Relations Movement
- ▶ Human Resources Approach
- ▶



Evolution of Human Resources Management





Period	Emphasis	Status	Roles
1920-30	Welfare Management Paternalistic Practices	Clerical	Welfare Administrator
1940-60	Expanding role to cover labour, welfare, industrial relations	Administrative	Appraiser Advisor Mediator Fire Fighting
1970-80	Efficiency and Effectiveness	Developmental	Change Agent Trainer Educator
1900s- onwards	Productivity gains through human assets	Proactive	Developer Counselor Coach Mentor



RECAP

QUESTIONS???

THANK YOU