



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

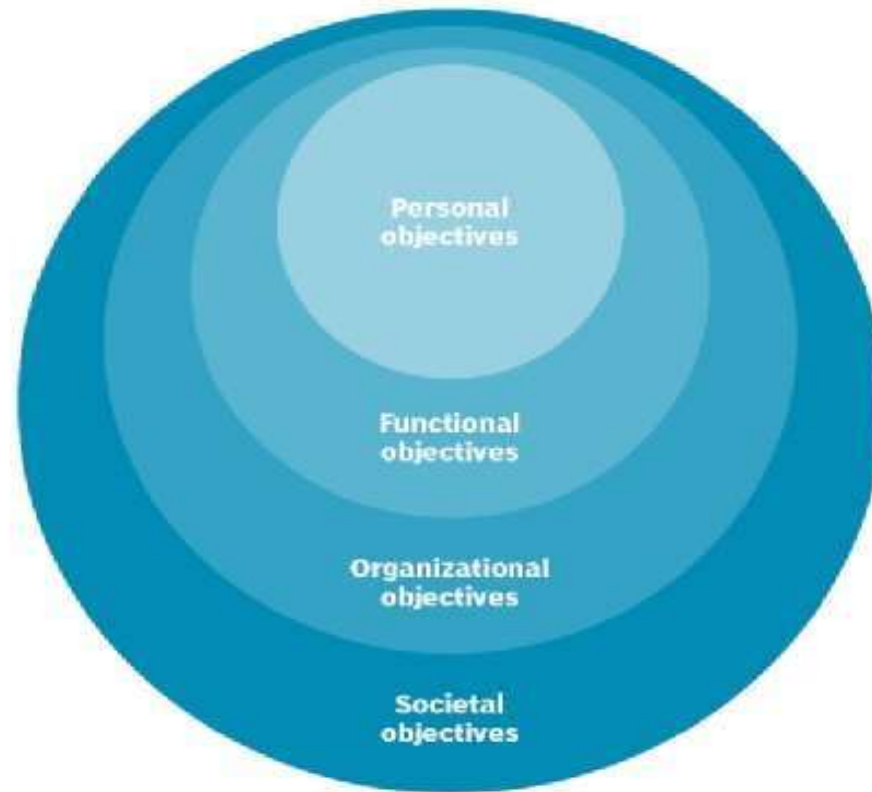
I YEAR /II SEMESTER

Unit 1 - INTRODUCTION TO HRM & FRAMEWORK

Topic 4: Objectives of HRM



Objectives of HRM



HRM Objectives & Functions

Societal objectives

- 1. Legal Compliance
- 2. Benefits
- 3. Union-management relations

Organizational Objectives

- 1. Human Resource Planning
- 2. Employee Relation
- 3. Selection
- 4. Training & Development
- 5. Appraisal

Functional Objectives

- 1. Appraisal
- 2. Placement
- 3. Assessment

Personal Objective

- 1. Training & Development
- 2. Appraisal
- 3. Placement
- 4. Compensation
- 5. Assessment



OBJECTIVES OF HRM

- To help the organization reach its goals.
- To ensure effective utilization and maximum development of human resources.
- To ensure respect for human beings.
- To identify and satisfy the needs of individuals.
- To ensure reconciliation of individual goals with those of the organization.
- To achieve and maintain high morale among employees.
- To provide the organization with well-trained and well-motivated employees.





OBJECTIVES OF HRM

- To increase to the fullest the employee's job satisfaction and self-actualization.
- To develop and maintain a quality of work life.
- To be ethically and socially responsive to the needs of society.
- To develop overall personality of each employee
- To enhance employee's capabilities to perform the present job.
- To equip the employees with precision and clarity in transaction of business.
- To inculcate the sense of team spirit, team work and inter-team collaboration.





ROLE OF HR MANAGER

- Policy Initiation
- Advisory Role
- Linking Pin Role
- Representative Role
- Decision-making Role
- Mediator Role
- Leadership Role
- Welfare Role
- Research Role

HRM FUNCTIONS



Role & responsibilities of HR Manager:-





RECAP

QUESTIONS???

THANK YOU