



# Human Resources Management

At Organizational Level

# Definition of Human Resources Management

- Organizing, coordinating, and managing employees
- to carry out an organization's mission, vision, and goals.
- This includes recruiting, hiring, training, compensating, retaining,
- and motivating employees.



## HRM (continued)

HRM staff

also develops and enforces  
policies and procedures

that help ensure employee  
safety.

Purpose  
of human  
resource  
management  
(HRM)

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Human Capital

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Value - humans/employees  
possess or bring into organisations

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Investing in employees and  
strategically supporting their needs

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can improve employee satisfaction  
and employee motivation.

# Purpose of HRM (Ctnd)

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Employees

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-well trained, competent, valued, and supported

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by their employers

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will likely have the skills and incentive necessary

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to carry out the organization's goals.

# Human Resources Management (HRM)

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The HRM team manages adherence to federal and

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state laws that may work to protect employees' private information

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and ensure their physical safety and mental and emotional well-being.

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Organizations of varying sizes and industries rely on HRM to keep

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business running smoothly and efficiently.

Develop  
employees'  
skills

HRM aims to create a highly skilled workforce and

boost confidence and competence

so that employees are motivated to contribute.

# Develop employees' skills (Ctnd)

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A human resource manager or department might provide:

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Tuition reimbursement programs

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On-the-job training

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Mentorships within an organization

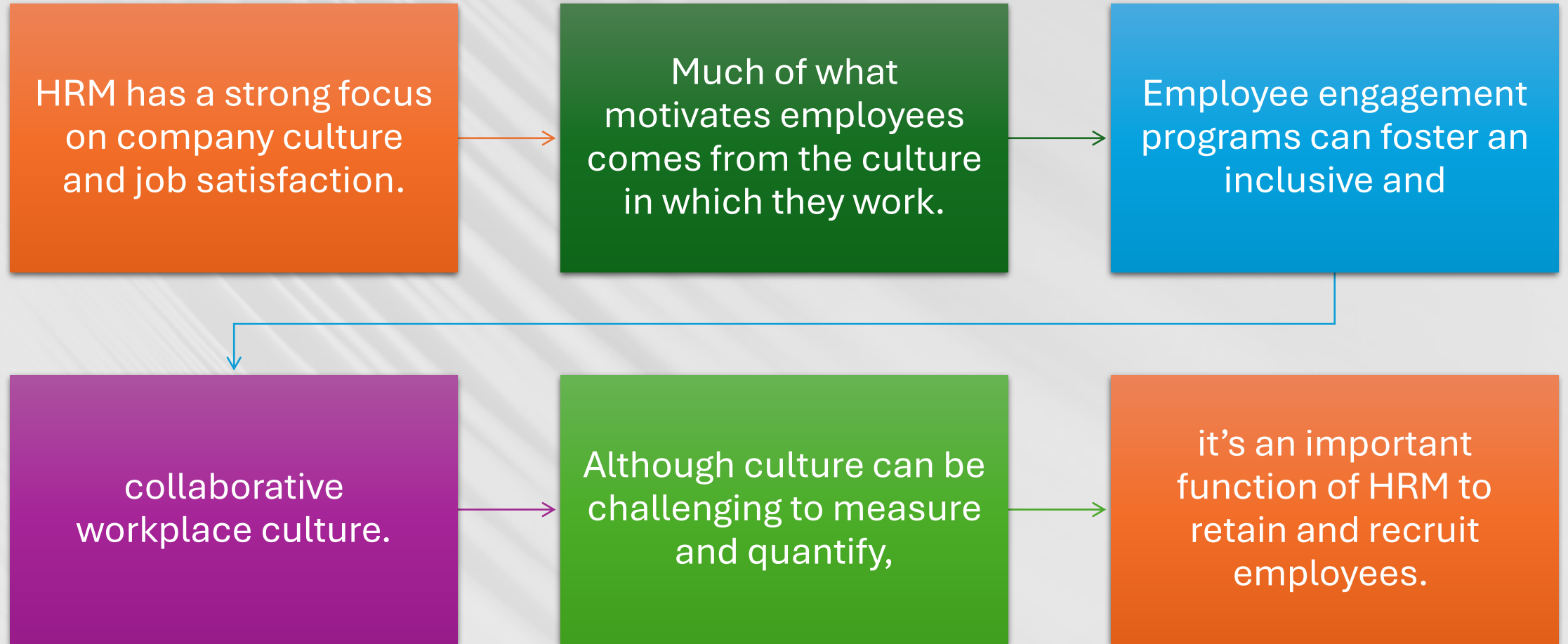
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Career development programs to help employees explore their  
potential

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# Foster a productive workplace culture



# Protect employees

HRM also protects employees.

Human resource (HR) professionals manage legal documents,

policies, and regulations, identify what applies to their organization, and

find effective ways to educate employees and

enforce company policy.



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## **Protect employees (Ctnd)**

- HRM aims to be an ally or partner to employees.
- HRM emphasizes employee development while protecting
- employees from discrimination, workplace hazards, and unfair
- compensation.

# Basic elements of Human Resource Management (HRM)

- includes recruiting new hires, evaluating employee performance,
- ensuring fair compensation and benefits, training employees and
- supporting education and development, and protecting the health
- and safety of all employees.



# Critical cornerstones of the work of HRM Professionals.

- From crafting a job posting to providing continuing education options,
- HRM functions at all stages of an employee's journey with an organization.
- An effective HRM professional, will need a mix of personal
- and technical skills like recruitment strategies, creating
- compensation plans, and communication and team building.



## **5 key parts of human resource management (HRM)**

- At the foundation of the organisation,
- there are five important parts for human resource
- management.

# 1. Recruitment

An effective  
recruitment  
process

can recruit good  
talent,

can build on their  
skills and

invest in  
employees for  
years to come

as they add value  
to the  
organization.

Equally important  
is company  
culture.



# Recruitment (Ctnd)

- Necessary employees that add to the culture of the organization.
- Recruiting tools HRM may use include job aggregators like Indeed
- or SimplyHired, video interviewing, or
- even social media sites like LinkedIn.



## 2. Evaluation and performance management

HRM uses data to track employee performance to ensure a highly

trained and capable workforce.

To change staff training methods, implement a merit-based system

for raises, and more.

HRM professionals use formal measures like performance reviews

and informal methods like interviews or surveys.

### 3. Compensation

- salary, commission, benefits, time off, and other non-monetary benefits.
- To the industry standard to set salary rates, commission rates, and benefits.
- This ensures fairness and allows for a consistent company standard.
- Some organizations may use performance reviews to adjust an employee's salary, among other measures.



## 4. Employee development and learning

- Engaged employees are effective employees.
- HRM understands the importance of a workforce that is challenged but also supported.
- Most employees want opportunities for advancement
- and to feel competent and valued in what they bring to
- an organization.

- **4. Employee development and learning**

**(Ctnd)**

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Providing these learning opportunities to employees including tuition reimbursement programs,

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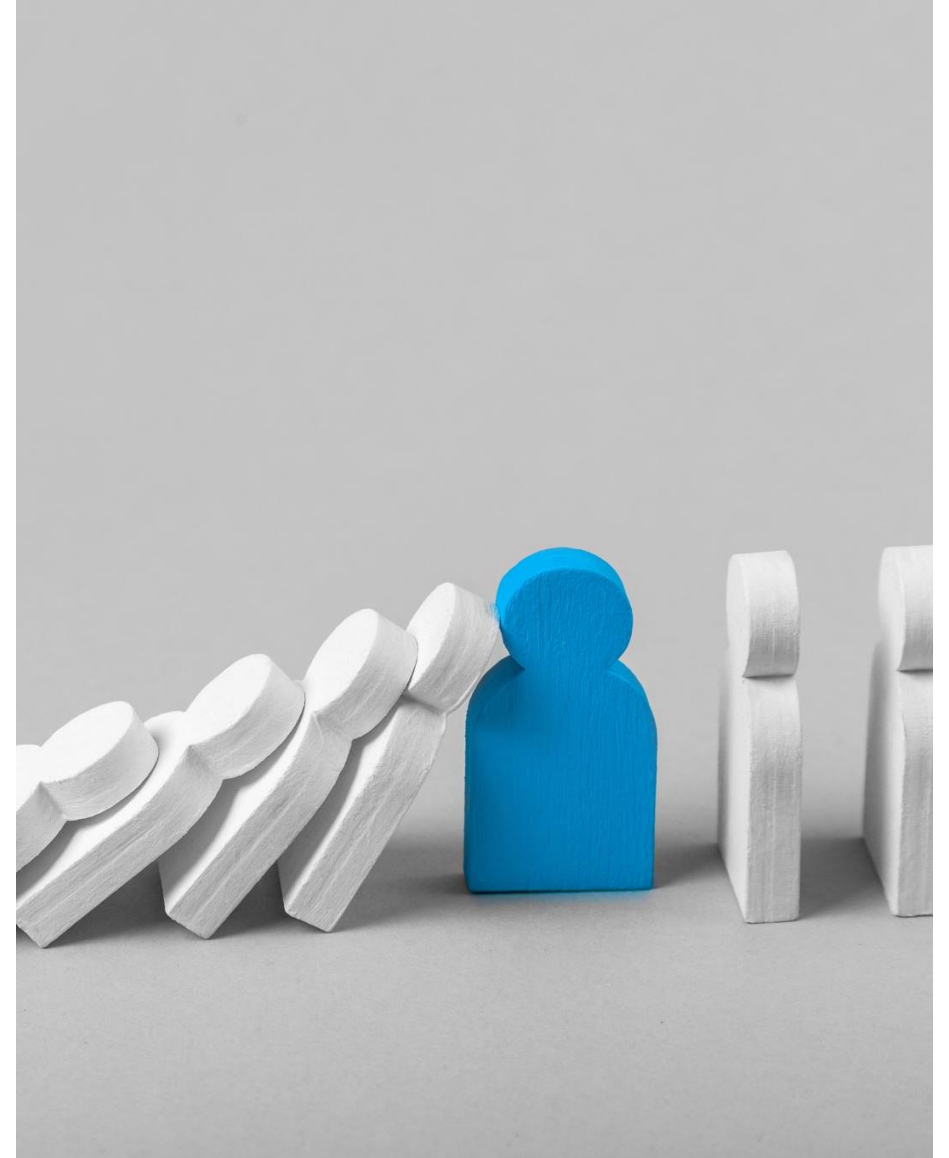
on-the-job training options, conferences, conventions, or certification programs.

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Employee development and learning to help employees adapt to organizational changes, such as system upgrades, technology shifts, and new policies.

## 5. Employee health and safety

- critically important aspects of HRM.
- Employee health and safety covers a lot, such as safety against
- harassment, discrimination, or bullying in the workplace.
- physical safety \_building fire code compliance.



## **5. Employee health and safety**

It can also mean  
adherence to  
labor laws that  
protect an

employee's rights  
in the workplace.

## **5. Employee health and safety**

cybersecurity or safeguarding an employee's personal information.

Protecting all aspects of employees' health and safety, and it is the

job of HRM professionals to ensure that protection.



## **5. Employee health and safety (Ctnd)**

installing security cameras,  
enforcing internet usage rules,

implementing a zero-tolerance  
policy, or creating restricted access

areas.



# References

- <https://www.coursera.org/articles/human-resource-management>