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Subject: Human Resources management

Question 1:

Why is Human Resource Management important for all Managers? .

**Ans:** Human Resource Management deals with issues related to compensation, performance management, organisation development, safety, wellness, benefits, employee motivation, training and others. HRM plays a strategic role in managing people and the workplace culture and environment.

\*Training people for challenging role.

\*Promote team spirit

\*Developed loyalty and commitment.

\*Improve job satisfaction.

\*Increase productivity and profits

Question 2:

Write briefly about operative functions of HRM.

**Ans:** Introduction to **Operative Functions**. The **operative functions** are those tasks or duties or **functions** which a company entrusts to the human resource or personnel department. These include employment, development, compensation, integration, and maintenance of personnel of the organization.

**The operative functions of human resource or personnel department are discussed below:**

*1. Employment:*

The first operative function of the human resource of personnel department is the

employment of proper kind and number of persons necessary to achieve the objectives of the organisation. This involves recruitment, selection, placement, etc. of the personnel.

## ***2. Development:***

Training and development of personnel is a follow up of the employment function. It is a duty of management to train each employee properly to develop technical skills for the job for which he has been employed and also to develop him for the higher jobs in the organisation. Proper development of personnel is necessary to increase their skills in doing their jobs and in satisfying their growth need.

## ***3. Compensation:***

This function is concerned with the determination of adequate and equitable remuneration of the employees in the organisation of their contribution to the organisational goals. The personnel can be compensated both in terms of monetary as well as non-monetary rewards.

## **Question 3:**

**From Ethical point of view in HRM, discuss employees' health and safety and privacy issues.**

**Ans:** Ethics in HRM basically deals with the affirmative moral obligations of the employer towards employees to maintain equality and equity justice. Areas of HRM ethics Basic human rights, civil and employment fight.

**Employers have legal responsibilities to ensure a safe and healthy workplace. As an employee you have rights and you have responsibilities for your own wellbeing and that of your colleagues. This article explains what these responsibilities are, and how you can meet them.**

### **Health and safety at work**

- [Accidents in the workplace](#)
- [Drug testing and employee monitoring](#)
- [Employees' health and safety responsibilities](#)
- [Employers' health and safety responsibilities](#)
- [Health and safety representatives](#)
- [Safe computer use](#)

- Safe manual work

## Privacy issues:

These are: Intrusion into an individual's private solitude or seclusion. An **employee** may allege this form of **privacy** invasion when an employer unreasonably searches (e.g., a locker or desk drawer)