

NAME: UMAR INAM KHAN

ID: 14978

COURSE: HUMAN RESOURCE MANAGEMENT (HRM)

PROGRAM: BBA 4th Semester

Dated: 22nd April 2020

ANSWERS THESE QUESTIONS

Q1. Why is human resource management important for all managers

Ans. IMPORTANCE OF HRM:

Human resource management is very important for every manager because it deals with issues related to compensation. And performance management, organization development, motivating other and training them.

The traditional function of human resource management is maintaining staffing levels. HRM plays a strategic role in managing people and the workplace culture and environment. It can greatly contribute to overall company.

It is important for managers for selecting the best ones on the right place so the organization will work effectively also it minimises different type of risky decisions because manager can control it on the time and will work greatly. In today's HRM plays vital role in every organization.

Q2. Write briefly about operative functions of HRM?

Ans: Operative Function of HRM:

1: Recruitment hiring: to hire the employee and fire the employee from company

2: Job analysis and design: it means that if you hired someone which is educated example phd but don't know about teaching so how he will present and the way how they present their presentation.

3: Performance appraised: if the workers is working good according to HRM so they will appreciate them according to their performance.

4: Salary administration: HRM have complete control on workers who work and get their salaries and who don't work and get their salary.

5: employees welfare: the welfare of employees are must like in this situation corona ramzan packages etc, the first aid for employees and their medical facilities.

6: maintenance: the organization should minimize their turnover employees to manage them because it shows a bad image of organization and not good for a company.

7: labour Relations: to make a good relationship with your employees and workers so they will work more efficiently and in a good manner.

8: Training and development: The training and development helps the employees performing tasks and with this he is prepared for higher level responsibilities of organization and can handle it easily.

9: Personal research: The HRM should research on their employee's their workers are the best with their duties. They can handle it easily.

10: Personal record: HRM have their personal records about the salaries and their employees. They update their softwares time to time if not so they will face problem.

Q3. From ethical point of view in HRM, discuss health and safety and privacy issues?

Ans. From Ethical point of view employees health and safety is most important for HRM. They have to provide them a Best environment in organization their medical needs and first aid in organization is important. If someone is harmed serious so the care of that person will be done by HrM. Their privacy issue should be finished by signing them secure contracts so they will work more from the heart and will give the best result to organization. HRM holds all these things in a best possible way and cover them their needs and medical expenses are provided by them.

Thankyou.