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**Subject: CONTEMPORARY ISSUES IN HRM**

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**Q1#**

**The current discipline of Human Resource Management (HRM) casts a radically different image from its ancestor, Personnel Management (PM). Discuss the main differences between HRM and PM considering the mentioned factors: Time and planning, Psychological contract, Employee relations, preferred structure/system, Roles.**

**Being the HR manager the main differences between PM and HRM are as under.**

1. PM deals with workforces, their payroll and employment regulations. While Human Resources Management deals with the management of the work force and it also adds to an organization’s success.

2. PM emphases are on controlling people or employees. While in Human Resource Management the major focus is to build a dynamic culture.

3. Personnel management is self-governing and is independent from an organization. While on the contrary HRM forms an integral part of an organization.

4. Human Resource management essentially deals with increasing personnel management skills. Human Resources Management also progresses a team of employees for an organization.

5. PM is considered to be reactive while on the other hand Human Resources Management is considered to be proactive.

**Time and planning:**

The Factors of time and planning in personnel management is short, limited and for a specific purpose. While on the other hand Human Resource Management is a long term phenomenon and it also do plans for coming events. Personnel management is reactive which means that it comes face to face with something after it happens or can be said that it faces or solve an uncertainty after it drop or happens on the other hand HRM is proactive which means they plan and act before the situation arises. HRM is kind of prepared for every situation also HRM is strategic integrated they invest in their employees in the form shape training & development, While Personal Management lack these things.

**Psychological contract:**

In personnel management the agreement is a process of defining the policies and measures to ensure your demonstration and word practices. Through applicable laws and regulation in Personal Management the leaders are in front the decision they take is followed by the employees. While in HRM they are highly committed towards the organizational goals and are very much involved in decision making. They improve employee’s behaviour motivation and reduce the absenteeism and improve customer service.

**Employee relations:**

The personnel management adopts a pluralist approach where pluralist identifies organization within management and within unions as legitimate. They are in view that main function of mangers is to coordinate, communicate and persuade rather than control or demand they are of a low trust and therefore can’t be trusted enough while on the contrary HRM follows unitarist approach which is of the view that organization is integrated friendly and collaborative and don’t believe in unions of employees cause it can lead to a conflict between upper management and workers they also demand loyalty and trust worthiness from all employees .

**Preferred structure/system:**

In preferred structure the personnel management decisions are taken by the leader of the organization without concerning anyone in it; and all the roles are distributed, defined and follow a strict rule of authority while in HRM roles are much flexible also the rules are less in number towards an authority and work as a team to contribute in a duty of department.

**Roles:**

In Personnel Management roles are specialized and professional know how to get things done and how to cope up a problem by themselves. They have all the available knowledge and don’t have a preference for team work but in HRM the work or any kind of problem related to work is done with the help of a team, team work as a whole and is largely integrated into line management in which they are directly involved in the production or delivery of products.

Q2#

Human Resource Management has evolved to become an indispensable academic field as well as an important function in the management of organizations. Being the HR specialist what do you think are some of the functional areas that constitute the current outlook of the Human Resource Management field?

**1. Strategic HR Management:**

This involves maintaining of organizational competitiveness HR strategic planning can be increased through HR metrics and HR technology. The number and type of employees required to achieve organizational goals is determined by HRP.

Human Resource Planning also comprises of creating venture teams with a balanced skill-mix, employing the right people, and voluntary team assignment. This function also examines and regulates personnel requirements to come up effective innovation teams. The very basic use of HRP is staffing and employee development.

**2. Equal Employment Opportunity.**

It is an employment exercise where companies do not engage in employment activities that are forbidden by law and according to that Law It is illegal for employers or companies to discriminate against an applicant or employee on the basis of:

* Race
* Age
* Color
* Sex
* Religion
* National origin

Equal Employment Opportunity (EEO) is basically an agreement with equal employment opportunity

**3. Staffing:**

The function of staffing is about providing an adequate supply of qualified individuals to fill jobs in an organization. The main functions which comes under staffing are Job analysis, recruitment and selection

Employee’s job design and job analysis set the footing for staffing by identifying what different people do in their jobs and how they are affected by them. Job analysis is the process of describing the nature of a job and specifying the human requirements such as knowledge, skills and experience required for a job the end result of job analysis is job description. Job description tells about the responsibilities and activities of employees related to work.

Managers predict the future supply and demand for employees and the nature of workforce issues, including the retention of employees through HRP. It heads the actual selection of people for organization. The selection process is all about selecting a right candidate to fill up the job position in an organization. The most capable candidates are nominated among the applicants based on their abilities and skills are matching the job.

4. **Talent Management and Development:**

Talent management and development is defined as the systematically organized, strategic course of getting the right talent involved and aiding them to breed to their maximum capabilities keeping the organizational objectives in mind.

It involves on boarding candidates that are suitable for identified vacant position and working with them within the system and developing needed skills for the future and efficiently engaging, retaining and motivating them to accomplish long term organizational goals. In simple words it is the process of getting the right people onboard and enabling them to enable the business at large.

**5. Total Rewards:**

Total rewards strategy is a system executed by an organization that provides financial, beneficial and developmental rewards to workers who attain particular business objectives. The approach combines compensation and aids with personal growth chances inside a striving work atmosphere.

Employees who are performing well for an organization are given compensation in the form of pay, incentives and benefits as a reward. Compensation management is the technique used for assessing how much employees should be paid for performing certain jobs. It affects staffing because people are generally attracted towards those organizations having a good pay or give a handsome pay. This function is used to increase productivity bring innovation and add up profitability by motivating employees to work for the organization goals. Compensation can also be used for employee’s development because it provides an important incentive for motivating employees to higher levels of job performance in the organization.

**6. Risk Management and Worker Protection:**

Risk management is the process of measuring the risks to the safety and health of workers due to risks in the workplace. Human Resource Management RM addresses various workplace risks to ensure protection of workers by meeting legal necessities and being more approachable to concern for workplace health and safety along with disaster and retrieval planning.

Risk management is the first stage in the course of handling risks which lets people to realize identify, employers and employees that what are the measures to be adopted to improve safety and health in the place of work.

**7. Employee and Labour Relations:**

The association is among the managers and their employees and must be handled legally and effectively. It is significant or essential to develop, communicate and update Human resources policies and procedures so that managers and employees both know what to expect. There are union in some organizations that must also be addressed.

The term labour relation refers to the communication with employees who are represented by a union. Unions are association of workers whom come together to have more voice in decisions affecting wages, benefits, working conditions and other aspects of employment.

**Q3#**

**Human Resource Planning is one of the major issues faced by HR managers and organisations. Discuss why it is important to do HRP at different levels such as national level, industry level, unit level, departmental level and job level.**

**Human Resource Planning:**

Different organizations take into account human resource planning at different stages for their own purposes of which national level, industry level, unit level, departmental level and job level are the important levels.

**National level:**

Mostly the state administration is responsible for planning and is at centre disposition for human resources at the domestic scale. The state is responsible for estimating the demand for and supply of human resource for the entire nation.

**Industry level:**

Workforce requirements of a particular industry like textiles, Fertilizers and sugar chemical are forecast considering or keeping the output/operational level of that particular industry.

**Unit level:**

This is mostly considered when the need is to cover up the approximation of human resource needs of an organisation or company centred on its business plan.

**Departmental level:**

Departmental level covers the workforce or workers needs of a particular department in a company or organization.

**Job level:**

This is used to attain or accomplish the requirements of a particular job family within department for example Mechanical Engineer is projected at this level.