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Contemporary issues in HRM

Q1: The current discipline of human resource management...

Ans:

1. PM is the traditional way of managing people in an organization. Human resource management is a modern way of managing people and their strengths in an organization.
2. PM focuses on personnel management, employee well-being and labor relations. Human resource management focuses on the acquisition, development, promotion, and retention of employees in the organization.
3. PM you take people as a way to achieve the desired outcome. Human resource management considers people as an important source of achieving the desired outcome.
4. Under the PM, the work of the employees is made to the satisfaction of the employees. Under human resource management, administrative work is performed to achieve the objectives.
5. Under the PM, job creation is done on the basis of the division of labor. Under human resource management, job creation work is done on the basis of group work.
6. Under the PM, employees are provided with limited training and development opportunities. Under human resource management, employees are provided with additional training and development opportunities.
7. In the PM, decisions are made by senior management as per the rules and procedure of the organization. In human resource management, decisions are made collectively after considering employees' participation, authority, commercial distribution, competitive position etc.
8. PM focuses on increasing productivity and satisfied employees. Human resource management focuses on efficiency, culture, productivity and employee engagement.

9. PM is concerned with the personnel manager. Personnel management is affected at all levels of management from top to bottom.

10. PM is a normal activity. Human resource management is a strategic activity.

Time and planning: Time and planning for PM are only temporary. That is, they set a specific purpose for a specific period. PM is reactive, they plan and react after the situation arises.

while HRM works, they plan and evaluate the situation before it happens and be prepared for any uncertainty. This way they can reduce risk and uncertainty.

Psychological contract: In PM, senior management makes policies and procedures and employees are made to follow them without their consent or choice.

While at HRM, they are motivated to achieve the organization's objectives by working with employees, giving them the necessary training etc. Their focus is on motivating employees and making them part of decision making processes.

preferred structure/system: In PM, they follow the bureaucratic approach, decisions are taken at the center and formal roles are chosen. While in HRM, roles are flexible, decisions are made including employees. workers work as a team.

roles: At PM, roles are assigned to professionals and specialists who excel in their careers. they don't like teams. While in HRM, roles are integrated into line management. work is done as a team and they are directly involved in product development.

Q2: Human resource mangement has evolved to become....

Ans: Some of the major functions of HRM are:

performance management: strategic planning systems identify the most effective employees in your organization and, on the flip side, identify areas for employee development that may not be reaching their full potential. The top players are given recognition and are rewarded with money or maybe given a promotion. Development strategies or development plans can start working on poor employees and if they do not show improvement, they can be fired to open up the opportunity for your top players.

Employee recruitment: human resource professionals are aware of labor law and employment standards, and may provide interpretations of company policy and procedure on an ongoing basis such as any applicable collective bargaining agreements. They make sure that your organization operates within the legal requirements

so your company does not do something questionable that causes doubt. Having systematic tips can help your employees meet your building's expectations as it assists your Human Resources Department in executing disciplinary action, if necessary.

Talent acquisition and management: Hiring and retaining the best employees is key to successful organizations. Employees are responsible for creating strategies and building a foundation around recruiting, attracting and retaining the organization's top talent. These include the development of robust job analysis and job descriptions and the implementation of those postings, strict negotiation processes and the hiring of all relevant stakeholders. Human Resources specialists work to ensure that all employees brought to your organization are tested with the same codes and bring the necessary skills that are of paramount importance to your organization's culture.

Training and Development: This Human Resources section is about organizing new staff and training existing staff. Providing employee development opportunities enhances your organization as a desirable workplace while building internal capabilities. With the right training, employees are better prepared to help the company reach its best goals and be more productive and motivated. Professional staff that requires less supervision and encourage training staff to share learning with employees in similar skill-strengthening roles and support data dissemination across the department while avoiding information loss or loss of training when employees leave the company.

total Rewards: This area of HR practice involves the creation of a comprehensive and attractive compensation system for all employees. This area-based Human Resources Specialist will help your company ensure that it has strong and robust fair compensation in an environment that supports internal equity but also competes within the local market and the sector your organization operates. This will help attract high talent and is closely linked to your performance management plans.

Q3: Human resource planning is one of the major issues....

Ans:

National Level: HRP at national level helps organize educational institutions, health care facilities, agricultural and industrial development, and employment programs etc. The national government is organizing human resources at the national level.

Industry Level: The HRP at the industry level considers the output / operational effect of a specific industry in the context of the needs of the majority of employees.

Departmental level: HRP at department level takes into account the needs of the employees of a specific Department within the organization.

job level: HRP on the job level helps identify the need for a specific staff member in the department.

Unit Level: The organization of employees at a company level is based on the labor needs of the particular company in question. Based on the company's business plan.