

Essentials of HRM

Ans 1- Introduction to human resource management

Every organization is essentially a mixture of material and human resources (HR). Material refers to money and machinery prepared in advance by an organization for production or trade. Human resources, on the other hand, refer to the knowledge, education, skills, training, and abilities of a member of an organization. Human resources are an organization's most valuable and unique asset. Successfully managing an organization's human resources is an exciting, dynamic and challenging task, especially at a time when the world has become a global village and economies are in a state of change. Talent shortages and the growing expectations of the modern workforce have further increased the complexity of the HR function.

Achieving competitive advantage by investing in human resources

The human factor is the only resource of an organization that can create a competitive advantage. A manager should select those people who are smarter, better trained, motivated and dedicated. HR can use the data to analyze turnover rates and determine where problems may be, allowing the company to find problems and get them to Resort more quickly. Human resources expertise can enable an organization to know where to look for specialized talent when needed. HR can provide insight into current market rates for talent and what it may take to acquire high-quality employees. HR can review the competitive talent landscape and determine what compensation strategy will best meet the company's goals. HR can provide insight into how other organizations in your industry are structured, information that can be useful in determining which positions the company still needs to create or fill in order to become or remain competitive. HR can use data to show how employee skills are evolving over time and show executives where skills gaps may exist so those gaps can be proactively addressed.

Assessment of manpower requirements

Human resource planning is the basic but most important function of HR department and while planning the required manpower they have to consider various points like number of vacancies, ideal number of candidates required, best sources, how to find them, assess them on various parameters and finally select them. In this case, Sundaram Ltd is opening more branches and no doubt it would require more people to manage the same so that the HR department steps in and assesses the possible number of people required to manage the new branches. For example, if a company is opening 10 new branches and around 25 people are needed in one branch, the HR

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JL Elias



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Essentials Of Hrm: Bestsellers in 2023 The year 2023 has witnessed a remarkable surge in literary brilliance, with numerous compelling novels enthralling the hearts of readers worldwide. Lets delve into the realm of popular books, exploring the captivating narratives that have charmed audiences this year. The Must-Read : Colleen Hoover's "It Ends with Us" This poignant tale of love, loss, and resilience has captivated readers with its raw and emotional exploration of domestic abuse. Hoover skillfully weaves a story of hope and healing, reminding us that even in the darkest of times, the human spirit can succeed. Essentials Of Hrm : Taylor Jenkins Reids "The Seven Husbands of Evelyn Hugo" This spellbinding historical fiction novel unravels the life of Evelyn Hugo, a Hollywood icon who defies expectations and societal norms to pursue her dreams. Reids absorbing storytelling and compelling characters transport readers to a bygone era, immersing them in a world of glamour, ambition, and self-discovery. Discover the Magic : Delia Owens "Where the Crawdads Sing" This captivating coming-of-age story follows Kya Clark, a young woman who grows up alone in the marshes of North Carolina. Owens crafts a tale of resilience, survival, and the transformative power of nature, captivating readers with its evocative prose and mesmerizing setting. These top-selling novels represent just a fraction of the literary treasures that have emerged in 2023. Whether you seek tales of romance, adventure, or personal growth, the world of literature offers an abundance of engaging stories waiting to be discovered. The novel begins with Richard Papen, a bright but troubled young man, arriving at Hampden College. Richard is immediately drawn to the group of students who call themselves the Classics Club. The club is led by Henry Winter, a brilliant and charismatic young man. Henry is obsessed with Greek mythology and philosophy, and he quickly draws Richard into his world. The other members of the Classics Club are equally as fascinating. Bunny Corcoran is a wealthy and spoiled young man who is always looking for a good time. Charles Tavis is a quiet and reserved young man who is deeply in love with Henry. Camilla Macaulay is a beautiful and intelligent young woman who is drawn to the power and danger of the Classics Club. The students are all deeply in love with Morrow, and they are willing to do anything to please him. Morrow is a complex and mysterious figure, and he seems to be manipulating the students for his own purposes. As the students become more involved with Morrow, they begin to commit increasingly dangerous acts. The Secret History is a masterful and suspenseful novel that will keep you wondering until the very end. The novel is a warning tale about the dangers of obsession and the power of evil.

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