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Chapter 12

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Management:

Theory and

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1.12 Reference

Books 1.0

Objectives After studying this unit, you will be able to:

Understand the basic concepts of human resource management (HRM). Explain what human

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Resource

management is
and how it relates
to the

management
process. Provide an
overview of
functions of HRM.

Unit - 1 :

*Introduction to
Human Resource
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Human Resource

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Books & Notes

Human resource
management
(HRM) is defined as
the process of
managing people
in organisations.

HRM includes
hiring people,

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retention of people, pay and perks setting, as well as management and performance management. This is the reason why HR managers in some multinational companies are called People Managers or People Enablers and the process is

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called people
management.

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During his
academic career,
Dr. Jackson
authored six other
college texts and
more than 50
articles and

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papers, including those appearing in ACADEMY OF MANAGEMENT REVIEW, JOURNAL OF MANAGEMENT, HUMAN RESOURCE MANAGEMENT, and HUMAN RESOURCES PLANNING.

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There are many aspects of human resource management.

Some organizations may feel overwhelmed and unsure about where to start making

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(1984)¹¹ who

developed what

Boxall (1992)¹²

call the 'Harvard

framework'. This

framework is based

on the belief that

the problems of

historical personnel

management can

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