

Difference Between Personnel Management and HRM

DIMENSION	PERSONNEL MANAGEMENT	HRM
1. Nature of relations	Pluralist	Unitarist
2. Perception of conflict	Conflict is institutionalized.	Conflict is pathologised.
3. Contract	Emphasis on compliance.	Beyond contract commitment.
4. Skill acquisition	Training and Development	Learning organization
5. Planning perspective	Adhoc reactive.	Integrated proactive.
6. Acceptability of unions	Acceptable.	Not desirable.

Difference Between Personnel Management Hrm

Pande Sharon & Basak Swapnalekha



Difference Between Personnel Management Hrm:

A Handbook of Human Resource Management Practice Michael Armstrong, 2006 A fully updated and revised tenth edition of this classic best selling textbook It remains the primary text for all students studying HRM both undergraduate and postgraduate as well as for students of the Chartered Institute of Personnel and Development CIPD diploma The Handbook also continues to be an essential reference source for all managers concerned with personnel and HRM issues This new edition of A Handbook of Human Resource Management Practice contains a number of significant additions and revisions including substantial revisions to seventeen chapters and new chapters on Human Capital Management the Role of the Front Line Manager HR Strategies Developing and Implementing HR Strategies and Learning and Development The new edition also contains updated material based on recent developments in HRM policy and practice and a wide range of surveys and research projects conducted by professional associations and research bodies

Human Resources Keith Brumfitt, 2001 Provides coverage of the core modules of Vocational AS and A Level Business Studies This work supports students taking any post 16 course containing business or finance modules It enables students to purchase texts specifically for the Part Award The other titles in the series are The Competitive Business Environment and Human Resources

Human resource management within small and medium-sized enterprises Jan de Kok, 2003

Human Resource Management Gurpreet Randhawa, 2007-11 The Present Book Provides A Comprehensive View On Human Resource Management It Would Be An Ideal Textbook For Mba M Com Pgdm And Other Postgraduate Courses Beginning With Introductory Perspectives Of Hrm And Its Evolutive Aspects The Book Elucidates In An Easily Comprehensible Manner The Concepts Of Human Resource Planning Job Analysis And Collection Of Job Data Job Design Recruitment Selection And Barriers To Effective Selection Psychological Testing And Interviews Placement And Induction Procedure Training And Management Development Techniques And Problems Associated With Performance Appraisal Career Planning Promotions Transfer And Demotions Employee Compensation Incentives Benefits And Services Industrial Relations And Disputes Employee Grievances Employee Welfare Safety And Health Collective Bargaining And Global Human Resource Management The Book Is The First Of Its Kind As It Provides Learning Objectives In The Beginning Of Every Chapter Numerous Exhibits And Examples That Would Help Sustain The Interest Of Readers Key Terms And Questions Following Each Chapter A Small Hr Dictionary In The End Of The Book Surely The Book Will Provide A Rewarding And Refreshing Experience To Its Readers

Human Resource Management versus Personnel Management Marco Köster, 2004-05-31 Essay from the year 2002 in the subject Sociology Work Education Organisation grade Grade A University of Manchester Institute for Development Policy and Management language English abstract When the flexible concept of HRM emerged in the 1980s in the times of Thatcherism and Reaganomics it could not help but look more desirable than personnel management Hope Hailey The attractiveness of the theory of managing personnel led to a proliferation of HRM language Nonetheless it remains to be seen if there is more to

HRM than only a new and shining rhetoric A number of authors stress the difficulties of identifying clear differences between personnel management and HRM and maintain that the most obvious change is a re labelling process Torrington agrees that a change of label is obvious though one cannot be sure that the content differentiates to any extent However the new terminology may at least rid personnel management from its unfavourable welfare image and other negative connotations and thus save the ailing function of managing personnel from marginalisation Accordingly some HR academics maintain that new labels on old bottles may have their uses even if it is only for marketing purposes Furthermore a valuable contribution of HRM is to direct the attention to regarding people as the key resource of organisations and lending the management of personnel increased importance In this essay the similarities and differences between personnel and HR management are analysed with regard to their theoretical approaches as well as their practical implementation Before sketching the similarities and differences in some detail two different models of HRM the soft and the hard approach will be introduced Finally the question will be examined if HRM models are manipulative and exploitative and a conclusion will summarise the results briefly

Human Resource Management: A Biblical Perspective , **Human Resource Planning** Select Knowledge, Helen Sims, As the some of the human resource functions are passed to managers this title helps managers understand their roles in giving training advice and guidance on such matters as recruitment and selection working patterns and the complexities of employment law The traditional central human resource function of recruitment and selection is diminishing in many organisations with increasing involvement from the manager who requires the new employee

FUNDAMENTALS OF HUMAN RESOURCE MANAGEMENT Dr.G.Arunkumar,2024-12-27 **Human Resource Management** Raj Kumar,2010-12 Human Resource Management Strategic Analysis Text and Cases has been designed to provide the comprehensive knowledge about the subject The book combines the operational as well as the strategic aspects of HRM It presents detailed coverage of the principles and concepts of HRM including its strategic aspects The text provides logical and analytical application of the concepts The strategic analysis involves integrative approach of HRM with strategic management Case studies have been given at the end of each chapter to make subject more practical and analytical Salient Features of the book Covers all relevant topics of HRM Integrates operational HRM with strategic management Inspires managerial actions to successfully deal with the challenges and emerging trends in HRM Provides holistic view of global HRM Simple and readers friendly language Invaluable text for the students of MBA M Com and other post graduate students who are specializing in HRM Useful guide for HR professionals and executives of corporate section **Managing Human Resource And Industrial Relations** Tapomoy Deb,2009 **Fundamentals of International Human Resource Management** Suryaning Bawono,Eny Lestari Widarni,2020-12-03 This book discusses the basics of the international level of human resource management Providing basic information and insights for beginners equipped with basic strategies in understanding the types of human resource management strategies that can be taken and applied to improve national and

international organizations performance Discussed and concisely so that it is suitable for anyone who wants to learn and get to know the basics of international human resource management written especially for beginners **Human Resource Management in Schools and Colleges** David Middlewood,Jacky Lumby,1999-01-08 This is a distance learning text for a university MBA course but it is easy to recommend it also as a free standing clearly written and comprehensive induction to the subject NPQH candidates should grab it Management in Education This textbook deals with current theories of the management of people employed in schools and colleges recent developments and emerging trends The authors focus on issues relevant to the whole organization and the the specifics of managing a school or college and its employees They also cover the application of good practice to management processes such as selection induction performance management appraisal and staff development It is relevant to teachers and managers working in schools of all phases and in further education colleges including those aspiring to more senior positions It is also directly relevant to the requirements of the NPQH *Personnel Management Strategies* Dipesh Kaniyar,2025-01-24 Personnel Management Strategies provides a comprehensive guide to the critical role of human resource management HRM in modern organizations Rooted in organizational psychology HRM has evolved into a strategic function that directly impacts business success Companies today recognize the importance of talent acquisition employee engagement and workforce development in achieving their goals and maintaining a competitive edge This book explores key HRM practices including recruitment training performance evaluation and maintaining employee morale It highlights how effective HR strategies can unleash workforce potential foster organizational efficiency and drive change Special emphasis is placed on the role of HR in shaping modern businesses future challenges for HR leaders and the growing importance of employee well being and communication Perfect for students and professionals this book equips readers with essential tools to develop strong HR practices and build high performing teams for long term organizational success **New Perspectives on Human Resource Management (Routledge Revivals)** John Storey,2014-11-13 The idea of human resource management has become topical and controversial The term suggests that people in any organization are an asset to be upgraded and fully utilized rather than merely a variable cost to be minimized This in turn implies that the way in which people are managed is a matter of crucial strategic concern Increased international competition has produced various initiatives world wide for new approaches to management in particular human resource management This searching set of interpretations first published in 1983 will be of interest to serious practitioners and students alike Introduction to Human Resource Management Paul Banfield,Rebecca Kay,2012-02-09 Co written by an HR lecturer and an HR practitioner this introductory textbook provides academic and practical insights which convey the reality of human resource management The range of real life cases and learning features enables students to quickly understand the issues in practice as well as theory and brings the subject to life **Human Resource Management** Rüdiger Pieper,2012-10-25 No detailed description available for Human Resource Management

Management Concepts-SBPD Publications Sanjay Gupta, Jay Bansal, 2022-05-10 1 Management Meaning

Characteristics Concept and Scope 2 Management Nature Principles Levels and Limitations 3 Functions of Management and Managerial Roles 4 Authority and Delegation of Authority 5 Departmentation 6 Management by Objectives M B O 7 Evolution of Management Thought 8 Planning 9 Types of Plans and Strategic Planning 10 Nature and Process of Organisation 11 Organisation Structure and Forms of Organisation 12 Staffing 13 Direction Concept and Techniques 14 Leading and Leadership 15 Co ordination Meaning and Nature 16 Communication 17 Managerial Control 18 Techniques of Control 19 Functional Areas of Management Production 20 Functional Area Financial Management 21 Functional Area Human Resource Management HRD 22 Functional Area Marketing Nature Scope and Importance 23 Management Information System MIS 24 Concept of Decision Making and Role of Functional Information System

Human Resource Management S S

Khanka, 2007 This book has been written for the students of M B A M Com and other Diploma Courses in Management It would also be useful to the practitioners in the field of Human Resource Management The book covers the whole syllabus of HRM prescribed by the UGC Course Development Committee on Management The book makes a presumptions attempt to knead all aspects of HRM logically dividing them into seven sections to enable the readers comprehend the key and vital issues of HRM in a dynamic environment

Human Resource Management - Standard Level Cambridge International Examinations, Select Knowledge, 2010-12-31 This title explores human resource management HRM looking at some of the ongoing debates within the profession and some of the factors which have affected the role and nature of HRM and HR planning

Human Resource Management. Roles of Line-Managers and Stages of HR Planning Amritpal Hayre, 2015-02-09 Project Report from the year 2013 in the subject Business economics Business Management Corporate Governance grade 91% Distinction language English abstract This report distinguishes the various types of management and assesses the function of HR Also it evaluates the roles and responsibilities of line managers as well as the duties towards HR planning Furthermore the report outlines the stages of HR planning whilst comparing the recruitment and selection process Moreover the author evaluates the effectiveness of recruitment and selection techniques and the link involving motivational theory Finally it evaluates the job evaluation process whilst assessing the effectiveness of reward systems to monitor staff performance This report is part of the BTEC Higher National Certificate series by the author and relates to Unit 23 Human Resource Development

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