

HRM VS Personnel Management

Comparison Chart

HRM

It is proactive because it constitutes functions that are constantly checked and updated.

It involves promoting employee development, training, and career growth.

It involves strategic workforce planning and contributes to the organization's success.

It is responsible for attracting, selecting, and hiring individuals for various roles within an organization.

Personnel Management

It is reactive because it focuses on addressing situations as they arise.

It may not be as deeply involved in employee development as HRM.

It focuses on administrative tasks without necessarily contributing to long-term strategic planning.

It involves handling tasks like onboarding, handling leave requests, and managing employee databases.

Difference Between Hr Management And Personnel Management

Michael Poole



Difference Between Hr Management And Personnel Management:

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 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 in the Hospitality Industry Michael John Boella, 2000 Endorsed by the Hotel and Catering International Management Association HCIMA Contains detailed information of new human resources initiatives such as the IIP scheme and the British Hospitality Association s Excellence Through People Scheme Ideal reading for students time managers and personnel managers throughout the industry with effective coverage of recruitment staff selection job

descriptions training and remuneration Human resource management within small and medium-sized enterprises Jan de Kok,2003 **Human Resource Management** Pravin Durai,2010 **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 **Strategic Approach to Human Resource Management** Tapomoy Deb,2006 The Present Book Is The Most Authentic Presentation Of Contemporary Concept Tools And Application Of Human Resource Management All The Latest Developments In The Arena Have Been Incorporated It Remarkably Differs From The Books On The Subject Written In A Conventional Manner As It Does Not Attempt To Rediscover Personnel Management Under The Garb Of Human Resource Management A Separate Chapter On Strategic Human Resource Management Is The Uniqueness Of This Book Attempt Has Been Made To Provide For The Ambitious Students And The Inquisitive Scholars A Comfortable Genuine And Firm Grasp Of Key Concepts For Practical Application Of Human Resource Management Techniques In Actual Business Organisations Review Questions Have Been Provided At The End Of Each Section To Help The Students Prepare Well For The Examination In Its Description Of The Entire Conceptual Framework Of Human Resource Management Care Has Been Taken To Avoid Jargons Which Usually Obscure A Work Of This Kind Another Speciality Of The Book Is That It Can Be Used As A Textbook By Students And As Handbook By Hr Managers And Practitioners It Will Be Highly Useful For The Students Of Mba Mhrm Mpm Mlw Msw In Hrm And M Com Courses Of All Indian Universities *Leadership and Management in Education* David Thenuwara Gamage,Nicholas Sun-keung Pang,2003 This book is designed to help educational administrators in developing essential skills and competencies for leading and managing educational institutions Text covers three inter related parts history and foundations structures and processes leadership and management Each part contains comprehensive chapters with discussions on theoretical concepts and best practices in approaching leadership and managerial issues in educational contexts including clear learning objective and a focus for each chapter *Human Resource Planning* Select Knowledge,

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HR Management Basics Aayushman Dutta,2024-12-15 HR Management Basics provides a thorough guide to the principles and practices of Strategic Human Resource Management SHRM We delve into the key features of SHRM and how it differs from traditional HR management Our book introduces innovative HR management software developed by an Indian SaaS company which streamlines processes like data management and performance metrics offering improved functionality over conventional solutions We explore how HR management software can empower business leaders breaking down organizational barriers and enhancing accountability The book discusses the role of a Human Resources Executive in driving organizational goals and maximizing employee potential We provide practical insights into new age HR management making it easier to navigate the complexities of managing a large workforce With clear explanations and practical examples this book is an essential resource for understanding HR management strategies and the benefits of HR software

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South African Human Resource Management Ben Swanepoel,2003 South African Human Resource Management focuses on the knowledge and skills that managers at all levels need The authors integrate contemporary international research and implementation with a South African perspective

International Human Resource Management Hilary Harris,Chris Brewster,Paul Sparrow,2003 Offers a thematic approach to International Human Resource Management with comprehensive

coverage of the subject This text is intended for various undergraduates or postgraduates module in this area or for the CIPD module in International Personnel and Development *Human Resource Management: Principles & Practices* Dr. Phole Kamal Bhaurao ,2025-06-15 Human Resource Management Principles and Practice is a comprehensive textbook that offers an in depth exploration of the core concepts theories and practices that define effective human resource management It is crafted to meet the academic requirements of undergraduate and postgraduate students as well as the practical needs of HR professionals and business leaders The book covers the full spectrum of HRM functions including human resource planning job analysis recruitment and selection training and development performance appraisal compensation management employee welfare and labor relations It also delves into strategic HRM HR analytics legal frameworks diversity management and the impact of technology on HR functions Structured in a clear systematic manner each chapter begins with learning objectives followed by detailed explanations real world examples practical insights and case studies Review questions and exercises at the end of each chapter enhance engagement and retention This book is not only academically rigorous but also practically oriented making it suitable for classroom learning and professional reference It emphasizes ethical HR practices employee centric policies and strategic alignment of HR with organizational goals Human Resource Management Principles and Practice serves as a vital resource for anyone seeking to understand and apply HR principles effectively in today's dynamic business environment *Personnel and Human Resources Management* Perfecto S. Sison, **Human Resources and Personnel Management** William B. Werther, Keith Davis, 1996 This edition covers the issues surrounding human resource and personnel management tackling contemporary issues such as cultural diversity ethics globalization and the impact of HRM on corporate strategy NEP Fundamentals Of Human Resource Management [B. Com. Ist Sem (Group-C (Minor))] Dr. F. C. Sharma, 2023-10-29 1 Introduction to Human Resource Management 2 Human Resource Policies Procedure 3 Human Resource Planning 4 Job Analysis Description and Specification 5 Recruitment 6 Selection 7 Placement and Placement Introduction 8 Job Changes Transfers and Promotions 9 Training 10 Executive Development Programme 11 Performance Appraisal 12 Job Evaluation 13 Remuneration **Public Personnel Administration** Anupama Puri Mahajan, 2023-10-16 This book addresses the processes and concerns within the purview of public personnel administration which is the key to success in carrying out governmental responsibilities and duties With special focus on Indian administrative system this volume probes into how public personnel administration is a critical aspect of the public sector that involves enhanced management of human resources It also studies the evolution of public personnel administration in countries like the USA UK France and Germany Besides discussing the personnel processes in the post pandemic age the book also examines the challenges that governments face on a global level This title will be useful to students researchers and teachers of Public Administration Public Policy Political Science and General Management The book will also be an invaluable companion to the policymakers in the government sector as it will strengthen their conceptual understanding of

the subject Human Resource Management and Technical Change Professor Jon Clark, 1993-06-10 What role do human resource managers play in the processes of technical change in organizations What opportunities or constraints are presented by different dimensions of technical change How does technical change affect such issues as job design supervision total quality management team working increased flexibility skills training and employee involvement In addressing these central themes and debates this book provides a systematic analysis of the relations between technical change and human resource management HRM The contributors draw on research and case studies to clearly demonstrate that effective technical change in organizations is integrally related to effective HRM as much by general and line managers as by specialist personnel managers *Sustainable Human Resource Management* Ina Ehnert, 2009-07-07 Predictions are that sustainability becomes the next big topic for Human Resource Management after internationalization and globalization This book gives new answers to these questions How can HRM contribute to attracting developing and retaining highly qualified human resources over time How can a paradox perspective contribute to understanding and coping with paradoxical tensions How can sustainability be used as a deliberate strategy for HRM The conceptual part of the book looks at the notion of sustainability opens it up for Strategic HRM and identifies blind spots in Strategic HRM theory Paradox theory is introduced as an analytical framework for Sustainable HRM Initial suggestions are made for sustainability strategies and for coping with paradoxes and tensions The exploratory part examines how 50 European Multinationals communicate their understanding of sustainability and HRM and which HR issues and practices they are linking to the topic

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