

**DARBHANGA COLLEGE OF ENGINEERING  
DARBHANGA**



**PowerPoint presentation  
Lecture-1**

**PERSONNEL MANAGEMENT AND INDUSTRIAL  
RELATIONS  
(SEM VIII-EEE)**

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**ELECTRICAL & ELECTRONICS ENGINEERING**

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1 Strategic HR management

2.HRM components

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# **PERSONNEL MANAGEMENT AND INDUSTRIAL RELATIONS**

**Powerpoint Presentation**

# Learning Objectives

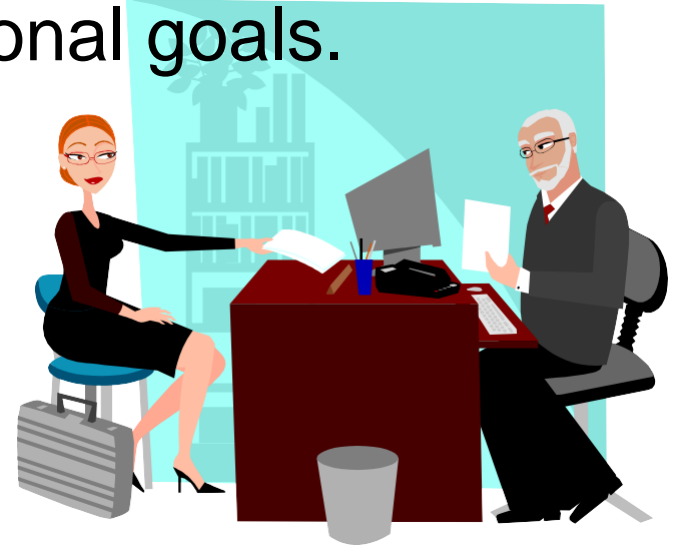
- 1.Explain why a strategic human resource management can help an organization gain a competitive advantage.
- 2.Describe the steps managers take to recruit and select organizational members.
- 3.Discuss the training and development options that ensure organization members can effectively perform their jobs.

# Learning Objectives

- Explain why performance appraisal and feedback is such a crucial activity, and list the choices managers must make in designing effective performance appraisal and feedback procedures.
- Explain the issues managers face in determining in determining levels of pay and benefits

# Strategic Human Resource Management

- Human Resource Management (HRM)
- Activities that managers engage in to attract and retain employees and to ensure that they perform at a high level and contribute to the accomplishment of organizational goals.



# Strategic Human Resource Management

- HRM activities

- Recruitment and selection

- Training and development

- Performance appraisal and feedback

- Pay and benefits

- Labor relations

# Strategic Human Resource Management

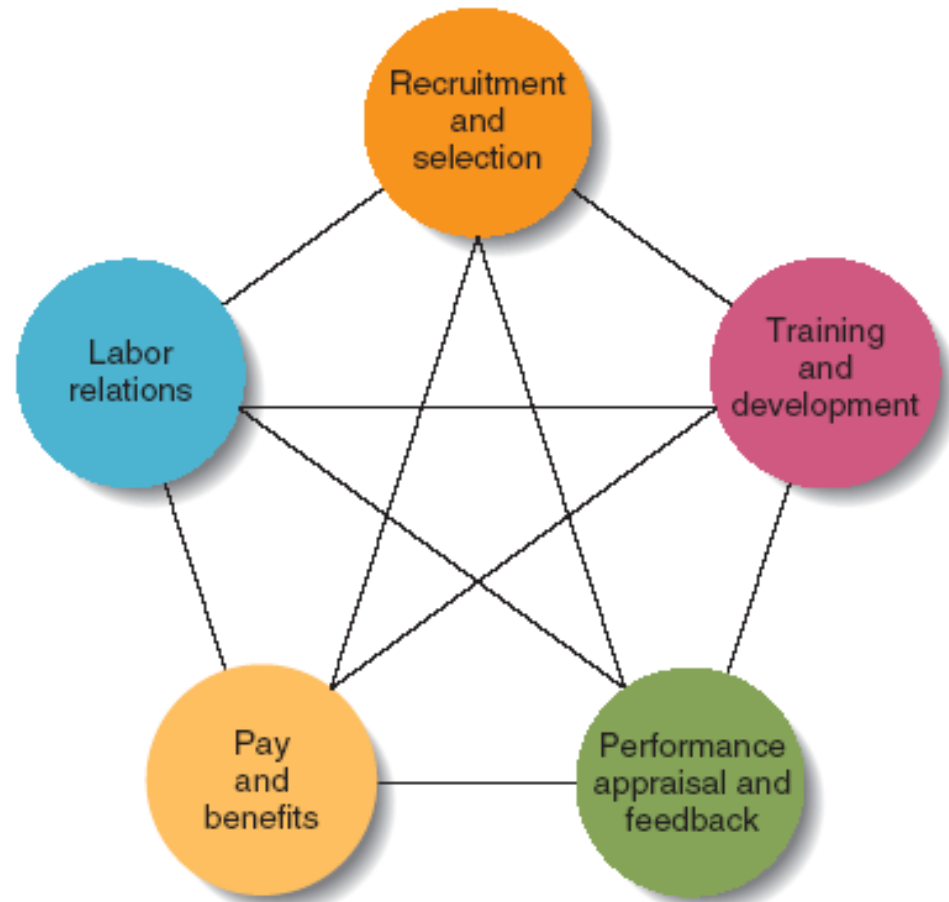
- **Strategic Human Resource Management**  
The process by which managers design the components of a HRM system to be consistent with each other, with other elements of organizational architecture, and with the organization's strategy and goals.



# Strategic Human Resource Management

- “Six Sigma” quality improvement plans ensure that an organization’s products and services are as free of errors or defects as possible through a variety of human resource-related initiatives

# Components of a Human Resource Management System



Each component of an HRM system influences the others, and all five must fit together

Figure 12.1

# HRM Components

- **Recruitment and Selection**

Used to attract and hire new employees who have the abilities, skills, and experiences that will help an organization achieve its goals.

# HRM Components

- **Training and Development**

Ensures that organizational members develop the skills and abilities that will enable them to perform their jobs effectively in the present and the future

Changes in technology and the environment require that organizational members learn new techniques and ways of working

# HRM Components

- **Performance Appraisal and Feedback**

Provides managers with the information they need to make good human resources decisions about how to train, motivate, and reward organizational members

Feedback from performance appraisal serves a developmental purpose for members of an organization

# HRM Components

- **Pay and Benefits**

- Rewarding high performing organizational members with raises, bonuses and recognition.

- Increased pay provides additional incentive.

- Benefits, such as health insurance, reward membership in firm.

# HRM Components

- **Labour relations**

Steps that managers take to develop and maintain good working relationships with the labor unions that may represent their employees' interests



# The Legal Environment of HRM

- **Equal Employment Opportunity (EEO)**

The equal right of all citizens to the opportunity to obtain employment regardless of their gender, age, race, country of origin, religion, or disabilities.

Equal Employment Opportunity Commission (EEOC) enforces employment laws.



# The Legal Environment of HRM

- Contemporary challenges for managers
  - How to eliminate sexual harassment
  - How to make accommodations for employees with disabilities
  - How to deal with employees who have substance abuse problems
  - How to manage HIV-positive employees and employees with AIDs

**To be continued in next  
lecture...**