

Human Resources Management & Leadership

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ABSTRACT

Human resource management is that specific area of management, which is related to the selection, development, utilization and planning, organizing and controlling the work of labor force, so that the organization can effectively fulfill its objectives. And do it frugally. Leadership refers to that quality of a particular person by which he guides other persons, that is, leads different persons or a group of persons to achieve certain goals. In fact, if seen, the success of management is based on the effectiveness of the leadership. Human resource management (HRM) is the efficient and consistent approach to managing an organization's most valuable assets—the people who work there and contribute to the achievement of business objectives individually and collectively. "Human beings" The terms "resource management" and "human resources" (HR) have largely been replaced by the term "personnel management", which describes the processes involved in managing people in an organization. In general, HRM means employing people, developing their resources, using them, keeping their services in line with the work and the need of the establishment, and providing compensation in return (maintenance).

The goal of human resource management is to help an organization meet its skilling goals of attracting, retaining, and effectively managing employees. The appropriate word here is probably "planning", e.g. An HRM approach seeks to ensure alignment between the management of an organization's employees and the overall strategic direction of the company.

Keywords: HRM, Modern analysis, Labor Mobility, Corporate Management & Leadership

I. INTRODUCTION

1.1 Meaning and Definitions of Human Resource Management

The 21st century is the globalization, market, information technology century, the century of knowledge dominates. In the new economy, human resource management is bound to change accordingly. Therefore, the human resource management system will be built on the computer network platform

Internet / Intranet, the formation of a new human resource management.

Human resource management, refers to the use of modern scientific methods, and a proper training, organization and deployment, so as to keep the best ratio of some combination of human and material resources for human, material and human mind, Psychological and inappropriate behavior Induction, control and coordination, give full play to people's

initiative to make the best use, it is affordable to personnel, people fast to achieve organizational goals. Management synonyms such as personnel are often used in a very narrow sense, referring to activities such as recruiting employees, arranging pay and benefits for members and their work-life needs. So if we talk about the actual definition, according to Torrington and Hall (1987) the definition of personnel management is as follows:

“a series of activities which: firstly characterize the objectives and nature of the working relationship between the workers and their employing establishments and secondly ensure that the agreement is fully carried out.

Whereas Miller (1987) suggests that HRM is concerned with:

“...is the decisions and action that concern the management of employees at all levels in a business that are related to the implementation of strategy, the implementation of skillful policies toward creating competitive advantage.

1.2 Meaning and Definitions Of Leadership

Leadership refers to that quality of a particular person by which he guides other persons, that is, leads different persons or a group of persons to achieve certain goals. In fact, if seen, the success of management is based on the effectiveness of the leadership.

According to Kuntz and O'Donnell, "Leadership is the art or process of influencing individuals so that they act voluntarily to achieve group goals."

According to Neuner and Keeling, "Leadership is concerned with motivating and directing the employees, so that the practices, programs and plans of the enterprise can be easily implemented."

F. Yes. According to Moore, "Leadership is the ability to get the followers to act according to the will of the leader."

Human resources is a concept that views the population as more of an asset than a liability on the economy. As a result of investment in education,

training and medical services, the population is transformed into a human resource. Human resource is the capital that can be used in production.

This human capital is the reservoir of skills and knowledge of production embedded in them. It is a formula for recognizing the link between talented and engaged people and organizational success. It deals with related concepts in industry/organizational psychology and theory. There are 3 interpretations of HR depending on the context.

II. IMPORTANT FUNCTIONS

2.1 Human resource management performs the following important functions:

1. Recruitment and Selection
2. Training and Development (People or Organization)
3. Performance Appraisal and Management
4. Promotion / Transfer
5. Eliminate redundant employees
6. Industrial and Employee Relations
7. Record keeping of all personal data.
8. Salary and related compensation, pension, bonus etc.
9. Providing confidential advice to 'internal employees' regarding work related problems.
10. Career Development
11. Aptitude Test
12. To study the movement of time related to human resource activities.
13. Performance Appraisal

III. MODERN ANALYSIS

Modern analysis emphasizes that human beings are not "objects" or "resources", but creative and social beings in a production organization. The 2000 edition of ISO 9001 aims to identify the sequence of processes and the relationships between them and to define the responsibilities and Rights have to be defined and stated.

In general, most federal countries such as France and Germany adopted this and promoted such job descriptions, especially in trade unions. The International Labor Organization also decided to meet again in 2001 and revise Article 150 in 1975 on human resource development. One view of these trends is to build a stronger social consensus on political economy and a good social welfare system facilitates the mobility of workers and makes the whole economy more productive as it allows workers to develop skills and experience in different ways and allows them to move from one unit to another or There is less difficulty or difficulty in adapting oneself to the environment. Another view is that governments should be more aware of their national role in facilitating human resource development in all sectors.

IV. LABOR MOBILITY

An important controversy about labor mobility refers to a broader philosophical issue associated with the phrase "human resource": governments in developing countries often accuse developed countries of promoting immigration of "guest workers" who are actually immigrants from developing countries. Is part of and are essential to the development of their civilization

They argue that this adjustment is akin to colonial commodity fiat, in which colonial European powers set an arbitrary price for natural resources, which were obtained from that nation's natural sources.

Thus, in many ways the "human resources versus human capital" debate is similar to that of natural resources versus natural resources. Over time, the United Nations has generally supported the developing countries' point of view and has requested substantial "foreign aid" so that developing countries lack human capital and the ability to train new people in trade and the arts. Do not lose

One extreme of this view holds that current developed countries, which have benefited from the

theft of "human resources" during their development, should compensate for historical injustices such as African slavery. This is a very controversial aspect, but it explains the general theme of human resources being converted into human capital and thus becoming less of value in the host society, such as in "Africa", whose people are treated by the society. They are used as "workers" by showing artificial scarcity.

The General Assembly of the Secretary-General of the United Nations [e.g. A/56/162 (2001)], [see UN Experts Meeting on Human Resource Development] A comprehensive inter-sect oral approach to human resource development is changing the approach to human resource development. ST/TCD/SER.E/25. June 1994 was chosen to give priority to schemes such as socio-economic development and poverty alleviation in particular.

It is the step taken to create planned and integrated public policies, for example in the areas of education, health and employment that promote the growth of vocational skills, knowledge and performance. (Lawrence, J.E.S.) .

V. CORPORATE MANAGEMENT

Within the very narrow landscape of corporate management, there is a stark contrast between the diversity reflected and required in the workplace, which is as diverse as the global client base. Foreign language and cultural skills, talent, humor and good listening are examples of attitudes that are special requirements of such workplaces. After looking at these facts from the point of view of human capital it appears

That human contribute much more than "work" to a production unit: they bring their character, their morals, their creativity, their social relationships, and in some cases even their animals and children, and change the workplace environment. At an organizational level, the term corporate culture is used to describe the characteristics of such processes.

Hiring, firing and job descriptions are considered to be the history of the 20th century, with traditional but very narrow ideologies. Due to the competition in the modern global economy, most of the corporate companies have adopted human capital approach which reflects the modern majority ideology. Some of these oppose the term "human resources" as redundant. However, it is still in vogue and if it is linked to resourcefulness, it has an emerging and continuing relationship with public policy.

In general, according to macroeconomics, its summary is that it represents the absence of a mechanism to display choice or talent. One explanation, therefore, is that "firm-specific human capital", which is the correct and modern definition of "human resource" according to macroeconomics, is unable to reflect the contribution of "human resource" in any modern theory of political economy. .

VI. MODERN CONCEPT OF HUMAN RESOURCE

Although human resources have been a part of businesses and organizations since the first days of agriculture, the modern concept of human resources began in the early 1900s with more attention to ways to increase production efficiency. By the 1920s, psychologists and employment experts in the United States led the human relations movement, which judged employees on the basis of their psychology and compatibility with the company, rather than as replaceable parts.

The movement grew in the mid-20th century, emphasizing that leadership, unity, and loyalty are important contributors to an organizational success. Although this approach was strongly challenged by more rigid and less flexible management techniques in the 1960s and beyond, human resource development has found an enduring role in organizations, agencies, and nations for more than just maintaining discipline. But it is also the focal point of development policy.

VII. IMPORTANCE OF LEADERSHIP

It is the means of management without which the organization remains inactive. It is such a driving force that takes the enterprise towards progress by making the best use of human resources and faces the difficulties faced at every step. John G. Gloyer says that "there is no other reason as responsible for the failure of business establishments as inefficient leadership."

The importance of leadership in business management can be explained as follows-

(1) Source of inspiration-

Leadership is the source of inspiration. The development of human relations is possible only through efficient leadership. The leader brings out the personal qualities of the person and motivates them to do more work.

(2) The foundation stone of getting cooperation-

The leadership obtains the cooperation of its associates and followers through various means. In the absence of efficient leadership, the feeling of hatred develops among the employees and mutual disputes arise on small matters.

(3) To keep the employees loyal to the undertaking- Efficient leadership plays an important role in keeping the employees working in the business enterprise loyal to their purpose. It brings activism in place of passivity in his efforts.

(4) Management as a social process-

Management is transformed into a social process through efficient leadership. Due to this, on one hand, the employees are ready to sacrifice everything for the progress of the enterprise; on the other hand, the managers also try to provide them all possible help and facilities.

It is clear from the above discussion that efficient and visionary leadership is the foundation stone of any organization. This takes the venture to the heights of success. In its absence, the existence of the undertaking ceases to exist.

VIII. CONCLUSION

The theoretical discipline is based primarily on the assumption that employees are individuals who have individual goals and needs and should not be thought of like basic business resources like trucks and filing cabinets. This sector takes a positive approach towards employees, recognizing that almost all employees aspire to contribute productively to the enterprise and that the main impediments to their efforts are lack of knowledge, inadequate training and process failures.

Young professionals working in the Human Resource Management (HRM) field are seen as having a more innovative approach to management than the traditional approach. Its techniques compel the managers of an enterprise to express their goals with specificity in this way. It should be done in such a way that it can be understood and adopted by the employees and they can be made available with the necessary resources for the successful performance of the assigned tasks.

Thus HRM techniques when properly implemented are indicative of the effectiveness of the enterprise's goals and overall operational practices. Many people in HRM also play an important role in reducing risk in organizations.

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