

Functions and Objectives of HR

Human Resource Management



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Human resource management (HRM or HR) is the central component of most organizations. At the heart of non-profits are the people that run them. It is the process of conducting the activities of recruiting, hiring, deploying and managing an organization's employees.

HRM enables an organisation to facilitate the most effective use of its employees to achieve organisational goals

What are the core functions of HR?

Human Resources (HR) performs the five core functions of staffing, development, compensation, safety and health, and employee and labour relations.



1. **Staffing:** This includes the activities of hiring new full-time or part-time employees, hiring contractors, and terminating employee contracts. Staffing activities include:
 - a. Identifying and fulfilling the talent needs of the organization
 - b. Writing employee contracts and negotiating employee salaries and benefits.
 - c. Using various recruiting platforms, job portals and social media to get a high number of applicants.

- 2. Development:** HR also performs the functions of developing the existing employees through internal training programmes, educational programs and conferences so that employees are constantly updated in their fields.
- 3. Compensation:** This also includes defining appropriate employee appraisal procedures. This process involves determining appropriate compensation according to the job role, legal requirements and performance of the employee. Compensation increases and decreases are discussed with the employees based on their performance and in compliance with legal and industry expectations.
- 4. Safety and Health:** Ensuring compliance with the occupational safety and health standards and careful consideration of safety and health concern of the employee.
- 5. Employee and Labour relations:** This is a core function of the HR which involves defending the rights of employees and resolving disputes and conflicts between the employer and the employees. This function is concerned with the aspects related to employee welfare in an organization.

Managerial functions of HRM

The Human Resource Management is responsible for the attraction, selection, training, assessment, and rewarding of employees.



The People's function of HRM



- 1. Attraction:** Building Employee Value Proposition (EVP) which is used to define an organisation to attract, engage and retain talented candidates.
- 2. Selection:** Choosing the most appropriate candidates using necessary instruments for testing candidates i.e. psychometric tests
- 3. Training:** This component comprises of training, education and development of the employee, for the job they currently hold and for the job they wish to hold
- 4. Assessment:** Performance appraisals are a way to evaluate the performance of employees in terms of productivity in relation to a certain pre-established criteria and the objectives of the organization.
- 5. Reward:** In exchange of the service offered by the employees, employees receive remuneration which is the total compensation of the employee.