**The Need Of Human Resources Management**

Y. Spandana,

II year MBA,

Svits college.

**Abstract:**

Human Resources Management also deal with the facilities and requirements the human workforce are availing and need for their working process and carrier growth. It used to act as a bidirectional process flow which increase the “workforce” and senior management and collaborate everybody’s requirements in a solution space and help to provide better and value added service or outcome to customer or client of the organization.

Human Resource Management system is designed to help provide information in “HR” decision making such as administration, payroll, training and performance analysis.

The main purpose of this topic is to highlight the need of Human Resource Management i.e. For good industrial relations, create organizational commitment, Meeting with changing environment and meeting research and development requirements.

**Keywords:**

Organizations, Organizational development, Management skills, Human resources.

**Introduction Of Human Resource Management:**

This is function within an organization concentrated on recruiting, managing and directing people who work init. Human Resource Management deals with issues related to compensation, performance management, Organization development, safety, wellness, benefits, employee motivation, training and others.

**Objectives of Human Resource Management:**

1. To guide the organization in attaining its goals, by providing well trained and competent personnel.

2. To effectively utilize the available resources, according to the requirements.

3. To develop and maintain motivating, productive and self respecting working relationship among all the organizational members.

4. To develop individuals up to a maximum extent, by providing them the necessary training and advancement.

5. To maintain good quality of work life(QFL), which makes the people to get attracted towards the organization.

6. To develop and maintain high morale and cordial relations within the organization.

**Need Of Human Resource Management**:

Some of the reasons for need of Human Resource Management.

**1.For good industrial relations**:

There is large spread unrest labor management disputes, lack of trust in each other, increasing expectations of workers etc. These factors have generated a gap among workers and management.

So HRM approach is needed to bring proper understanding among workers and management. The workers are trained and developed to meet their individual and organizational objectives.

2.**Create Organizational Commitment:**

There is a humanization of work environment in industrially jadvanced countries like Japan, U.S.A., and Germany etc. Globalisation of economy has exposed Indian industries to international competition. An improvement in efficiency and quality of work can come only when workers develop organization commitment. HRM approach helps in creating a sense of pride for the organization among the employees.

3.**Meeting With Changing Environment:**

The business environment is changing rapidly. Technological improvements have revolutionized production processes.

Therefore, there is a need to cope with new and changing solution. The operational efficiency of workers must cope up with a revolutionary change in the technology which necessitates a new approach to manpower.

4.**Change In Political philosophy**:

Political philosophy has also undergone a substantial change all over the world. The new approach is to develop human resources properly for making there better use. In India, central government has created a separate ministry as Human Resource Development and put it under a senior cabinet minister.

This shows the importance given to Human Resource in India.

5.**Meeting Research and Development**:

Fresh initiatives and emphasis on research and development in the realm of industry also led to a need policy of human resource development to cope with the increasing demand for technically capable people. As a result of this, a need arose for a new approach to human resources.

**Importance Of Need Of Human Resource Management:**

1. Formulation of ‘HR’ policies.

2. Implementation of ‘HR’ policies.

3. Review of employee needs.

4. Development of social welfare.

5. Utilization of Human Resources.

6. Development of labor management relations.

7. Overall development of organization.

**Conclusion:**

The HRM functions includes a variety of activities, and key among them is deciding what staffing needs you have and whether to use independent contractors (or) hire employees to fill these needs, recruiting and training the best employees, ensuring they are high performers dealing with performance issues, and ensuring your personnel and management practices conform to various regulations. Activities also include managing your approach to employee benefits and compensation, employee records and personnel policies.