

HRM includes R, S, PA, TED & members. Ingmt with human orientation.  
right man at right job in right time. scope - welfare & pleasure of employees  
Research mgrs → HRM → HR & in practice -  
operational - acct, hand, emergent (for times to come)  
- HR - most imp asset

Feature - human events, strategic, multi developing, unitary, unitary, continuous  
scope of HRM - acct, welfare, pleasure aspect, HR, continuous  
collaboration (for) → change agent, counsellor, concave mgr  
line mgrs v/s HR - many selection, many strategy, can't handle conflict, too soft  
involve line managers in HR (for)

HRM - old wine in new bottles? B&B/PM - same focus but differs  
events - resource (value), factor of production (cost). routine v/s strategic.  
HR Manager v/s all managers. post modern v/s futurists.  
hire - use - train v/s hire - use - retain. monetary v/s monetary here more  
butest of org imp v/s butest of best imp.

strategic HRM - HRM (for) - strategic goal + corporate strategy.  
happy to help → viz human + HR mania  
HRM - ~~not~~ (for) but ~~not~~ line responsibility  
responsibility of line - probably specifics for jobs analysis, conduct tech  
interview, events, appraisal, TED. need HR manager away strategy  
R&D - no role line peler; blurred.

every org → employee demand, customer ↑, ↑ product life - innovation,  
diverse workforce, labour regulations: attract/sustaining, change imp.  
organization of HR - org, nature, top mgt commit, competition, skill  
availability, level of employees

HR manager requires: viz mastery, skill mastery, self mastery, change  
HRM - don't own people but rent their skills, abilities - concept  
by gain system.

### Human Resource Planning

process of forecasting future demand and supply of right kind of people  
in right no for achievement for.  
complex - involves cost plant + qualitative focus

Utility of HRP: abstract, return of utility talent - minimize labour cost  
by managing surplus, shortage; <sup>base for other HRM (for), change imp, talent</sup>  
Principles: ① aligned with corporate goal ② measurement of line managers  
③ flexible ④ balance sh/short - long v/s sh/short  
⑤ supplemented by decrease - HRIS

Humanity - cost, time, uncertainty involved, lack of adequate info  
[demand, supply], coordination with other orgs

improved through - sound database, involvement of line managers,  
analysis exercise