

## Chapter 13

### HUMAN RESOURCE MANAGEMENT

#### LEARNING OBJECTIVES

At the end of this chapter you should be able to:

- Define HRM and explain the reasons for its emergence out of personnel management in the 1980s.
- Explain how the role is performed in different types of organization.
- Identify and explain the main activities of HRM and how they are connected.
- Identify the components of employee resourcing and the issues in recruitment and selection.
- Explain the significance of equality and diversity in modern employment practice.
- Explain the role of training, development and employee branding in the processes of employee development.
- Identify the factors determining pay, explain different kinds of reward system and assess the contribution of performance management.
- Identify the process associated with employment relations and distinguish between these and industrial relations.
- Explain the role of the state and the role of the economy in relation to HRM.
- Identify and explain variations in HR practice due to economic, political, social, legal and cultural differences.