

Online Lecture
on
Human Resource Management
Course Code: MPH 5153 (Lecture -1)

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Marks Distribution

Particulars	Mark
Attendance	10
Class Test: Quiz-2X5	10
Presentation: Subject specific	5
Assignment: 1000 words written	10
Mid Term Exam	25
Final Exam	40
Total	100

Course contents

- Introduction to Human Resource Management Definition objectives, and HRM in Health
- Functions of HRM-Activities of the Major Human Resource Functions
- Challenges For Today's Human Resource Managers
- Electronic Health Records (EHRs)
- HR Planning and Recruitment
- Selection of employees, Selection process, Interview
- Human Resources Leadership
- Training and management development
- Wage and salary administration
- Human resource management in health care
- Human Resource Policies

Lecture Contents

- Definition
- Objectives
- Characteristics of HRM
- HRM in Health
- Functions of HRM

Lecture 1

Introduction to

Human Resource Management

Human resources: Meaning

Human resources means the collection of people and their characteristics at work. These are distinct and unique to an organization in several ways.

Human Resources: Definition

Human Resource are "A whole consisting of inter-related, inter-dependent & interacting psychological, sociological & ethical components".

-Michael J. Jucius

What is HRM?

Human Resource Management is “the planning, organizing, directing and controlling of the procurement, development, compensation, integration, maintenance and separation of human resources to the end that individual, organizational, and social objectives are accomplished.”

Human Resource Management: Definition

Human resource management is concerned with policies and practices that ensure the best use of the human resources for fulfilling the organizational and individual goals.

-Edwin B. Flippo

Characteristics of HRM

- People oriented
- Action- oriented
- Individual- oriented
- Development – oriented
- Pervasive Function
- Continuous Function
- Future- oriented
- Challenging function
- Science as well as art
- Staff function
- Young discipline
- Nervous system

Objectives of HRM

- To act as a liaison between the top management and the employees.
- To arrange and maintain adequate manpower inventory
- To devise employee benefit schemes
- To ensure and enhance the quality of work life
- To offer training
- To help keep up ethical values and behaviour amongst employees both within and outside the organization.
- To maintain high morale and good human relations within the organization.

HRM in Health

- Health manpower requirement of the country are based on:
 - Health needs and demand of the population, and
 - Desired output
- Health manpower planning is an important aspect of community health planning. It is based on series of accepted ratio like
 - Doctor population ratio
 - Nurse population ratio
 - Bed population ratio

Categories of HR for Health

- Medical doctors and Specialists including Public Health Specialists and Health Administrators
- Nurses, ANMs (Auxiliary Nurse Midwife) including MPWs (Multipurpose Health Worker)
- Lab Technicians, Pharmacists and Technical Support Staffs
- Public Health Support Staff

Scope of *HRM*

- **Personnel or Labor Aspect**

Planning, recruiting, selection, placement, transfer, promotion, training and development, Lay-offs, retrenchment, remuneration, incentives and productivity

- **Welfare Aspect**

Housing, transport, medical assistance, canteen, rest rooms, health and safety, education, etc.

- **Industrial Relation Aspect**

Union-management relations, collective bargaining, grievance and disciplinary actions, settlement of disputes.

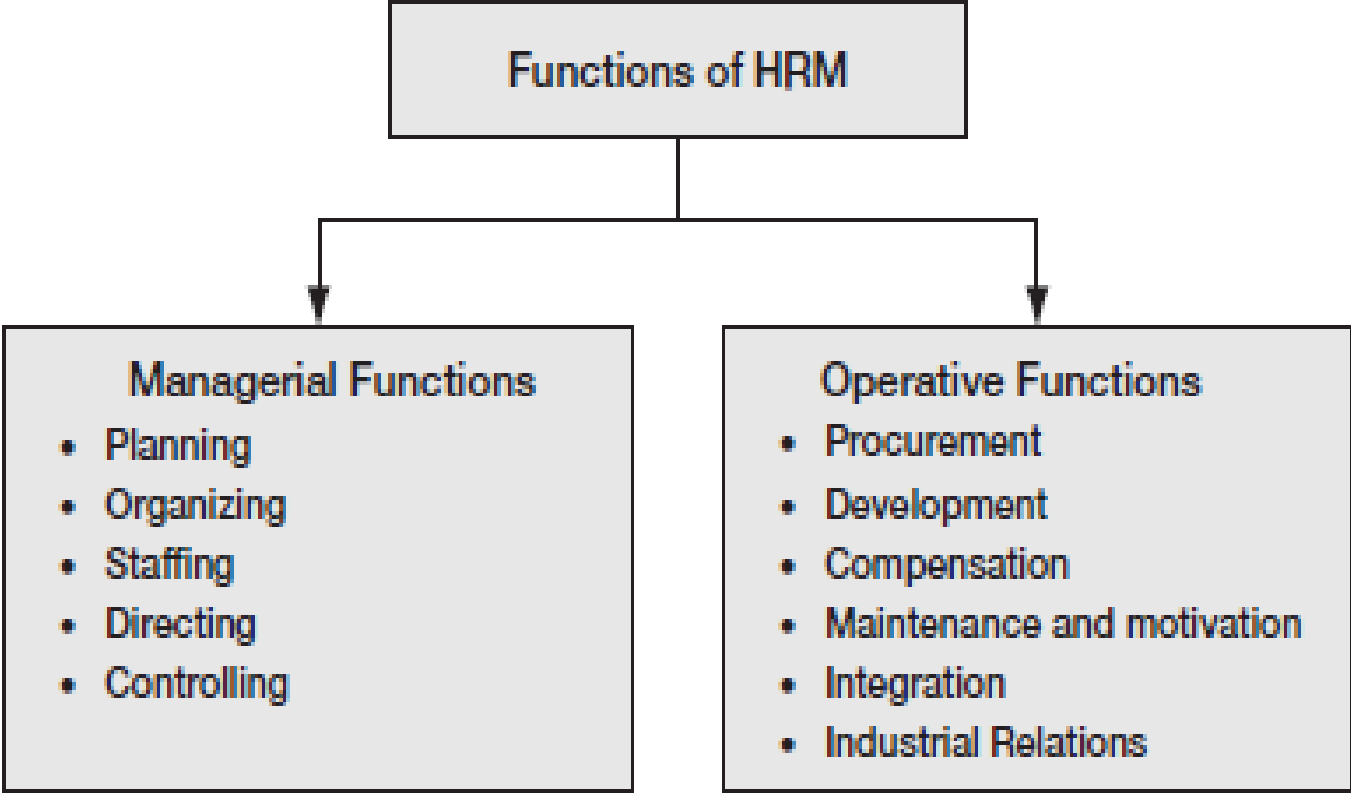
Difference between HRM and PM

- HRM is proactive in nature while PM is reactive.
- HRM is a resource-centered activity whereas PM is a employee-centered activity.
- HRM emphasizes on flexible, open-ended contracts but PM emphasizes the strict observance of defined rules, procedures and contracts.
- HRM views better performance as a cause of job satisfaction whereas PM considers job satisfaction as a source of better performance....
- HRM seeks to develop the competencies of the employees on a sustained basis while PM is a regular, status quo–based administrative function.

Functions of HR

- Human resource management is designed to maximize employee performance in service of their employer's strategic objectives.
- HR is primarily concerned with how people are managed within organizations, focusing on policies and systems.
- HR departments are responsible for a number of activities, including employee, recruitment, training and development, performance appraisal and rewarding.
- HR is also concerned with industrial relations, that is, the balancing of organizational practices with regulations arising from collective bargaining and governmental laws.

Functions of Human Resource Management



Operative functions of HRM

