

UNIT 1: WHAT IS HUMAN RESOURCE MANAGEMENT?

Human Resource management past and present

- HRM was called personnel administration or personnel management
 - Because it was mainly concerned with administrative tasks of managing an organisation
 - Record keeping and dealing with employee wages, salaries and benefits
- 1. Scientific management
 - 100 years ago, people working in manufacturing industry
 - Worked long hours in dirty factories with no fresh air
 - Production played an important during that time
 - Employees were watched by supervisors
 - Employees were told they would lose their jobs if they did not produce a certain amount of goods in the time allowed
 - The scientific approach – is a way of studying jobs to see how much can be done in a certain time
 - It was used to find out how workers could be productive and efficient
 - Time and motion process
 - All employees earned the same weekly wage, even if they did different jobs and produced more products
 - The piece-rate system was introduced to encourage workers to work harder
 - Workers were paid according to the amount they produced and received more money for every product they produced above the performance standard
 - Problems with the scientific approach:
 - Workers were treated as people who were only interested in money
 - Work methods were concerned only with what workers could produce
 - It did not focus on workers and their job satisfaction
 - Workers were kept to a routine and were not encourage to use their minds

Unit 1 Human Resource Management Hrm

Seema Sanghi



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HUMAN RESOURCE MANAGEMENT Vikrant Verma ,Nivedita Singh,2025-05-27 MBA SECOND SEMESTER According to the New Syllabus of Dr A P J Abdul Kalam Technical University Lucknow HUMAN RESOURCE MANAGEMENT Dr. Vaman R. Naik,Dr. Sonali Saha,Shreeyash Sohani,2023-11-01 Buy Human Resource Management e Book for Mba 2nd Semester in English language specially designed for SPPU Savitribai Phule Pune University Maharashtra By Thakur publication *Human Resources Management* Dr. K.THAMARAI SELVI ,Dr. P. DENCY MARY ,Dr. TEENA JACULIN G,Dr.P. GAYATHRY,2025-07-11 HUMAN RESOURCE MANAGEMENT Rinku,Vikrant Verma,2025-04-01 MBA SECOND SEMESTER According to the New Syllabus of Kurukshetra University Kurukshetra based on NEP 2020 **Fundamentals of Human Resource Management** Dr. Ravi Kumar Sharma,2023-12-12 Purchase the Fundamentals of Human Resource Management book tailored for B Com both First and Second Semester specializing in HR Major 2nd Sem Minor 1st Sem Aligned with the uniform syllabus of all universities in Bihar it adheres to the National Education Policy NEP 2020 and is structured based on the Choice Based Credit System CBCS for the Four Year Undergraduate Programme Elevate your understanding of HR concepts with this comprehensive guide Human Resource Management, 2nd Edition Seema Sanghi, The second edition is crispier as it covers topical subjects and some novel features The book is insightful and practical and takes the reader through the concepts to applications of Human Resource Management It is interspersed with examples from national and international organizations Thus it brings various HR aspects from countries across the world bringing in the global perspective to all HR issues The book has a proven track record of guiding students of management successfully through their studies It also helps line managers who have to deal with HR issues in their day to day handling of tricky questions **Human Resource Management** John Ivancevich,Robert Konopaske,2012-02-16 *Effective Management of Human Resources in Educational Institutions in Kenya* Philip Wamalwa,2024-01-04 Academic Paper from the year 2023 in the subject Pedagogy School System Educational and School Politics grade University course Education management language English abstract For long education institutions in Kenya have been run on the basis of management acumen of individual principals This led to fluctuations in performance and output of these institutions leading to unpredictability Some institutions ended up being a pale shadow of their former selves as others short up in effectiveness just by a mere change of the principal This led to a relook at aspects such as succession management mentorship and a new approach of preparing a new school manager borrowing from human resource management trainings This book looks at how we can borrow and customize training practises that have been tried and tested in other fields in order to enrich the Education management career and lead to consistency and improvement in management practise at school This is borne by the fact that a school has many different people in many fields working together and so they need to be engaged in a combination matrix that maximizes on output while using personnel efficiently This book therefore aims at providing the basics needed to realize this

dream The government and the private sector may put up wonderful institutions with the best infrastructural facilities equipment and qualified teachers but all these would only address part of the problem of achieving success in learning Both the teaching and non teaching staffs need to be treated fairly in order to achieve academic excellence This means until the human needs of all those engaged at school are addressed facilities alone cannot offer the match craved for performance At school level the government parents and society look upon the head teachers to provide that much needed coordination and conducive environment for teachers learners and support staff to achieve the desired targets The foregoing puts a lot of pressure and high levels of expectation on the shoulders of heads of institutions HOIs to methodically deploy the human resources at hand to achieve the set targets Woe unto the head teachers with their administration teams who do not deploy their human relations and soft skills positively to build a strong team and win the confidence of such a team

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step 1 exam content usmle - Jul 10 2023

web step 1 is constructed according to an integrated content outline that organizes basic science material along two dimensions system and process step 1 is a one day examination it is divided into seven 60 minute blocks and administered in one 8 hour testing session

step 1 materials usmle - Aug 11 2023

web review the step 1 content outline as well as specifications for the systems physician tasks competencies and disciplines covered on the exam access sample test questions and practice for the exam with the step 1 interactive testing experience

step 1 usmle - May 08 2023

web step 1 step 1 sample test questions a joint program of the federation of state medical boards of the united states inc and national board of medical examiners 1 this booklet was updated february 2021 for public release

what is the usmle step 1 all about the usmle step 1 exam guide - Apr 07 2023

web the usmle step 1 is a licensure exam that assesses medical students understanding of scientific concepts foundational to the practice of medicine step 1 emphasizes the principles and mechanisms underlying health disease and therapy