

HRM VS Personnel Management

Comparison Chart

HRM

It is proactive because it constitutes functions that are constantly checked and updated.

It involves promoting employee development, training, and career growth.

It involves strategic workforce planning and contributes to the organization's success.

It is responsible for attracting, selecting, and hiring individuals for various roles within an organization.

Personnel Management

It is reactive because it focuses on addressing situations as they arise.

It may not be as deeply involved in employee development as HRM.

It focuses on administrative tasks without necessarily contributing to long-term strategic planning.

It involves handling tasks like onboarding, handling leave requests, and managing employee databases.

Difference Between Hr Management And Personnel Management

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Difference Between Hr Management And Personnel Management:

Human Resource Management versus Personnel Management Marco Köster,2004-05-31 Essay from the year 2002 in the subject Sociology Work Education Organisation grade Grade A University of Manchester Institute for Development Policy and Management language English abstract When the flexible concept of HRM emerged in the 1980s in the times of Thatcherism and Reaganomics it could not help but look more desirable than personnel management Hope Hailey The attractiveness of the theory of managing personnel led to a proliferation of HRM language Nonetheless it remains to be seen if there is more to HRM than only a new and shining rhetoric A number of authors stress the difficulties of identifying clear differences between personnel management and HRM and maintain that the most obvious change is a re labelling process Torrington agrees that a change of label is obvious though one cannot be sure that the content differentiates to any extent However the new terminology may at least rid personnel management from its unfavourable welfare image and other negative connotations and thus save the ailing function of managing personnel from marginalisation Accordingly some HR academics maintain that new labels on old bottles may have their uses even if it is only for marketing purposes Furthermore a valuable contribution of HRM is to direct the attention to regarding people as the key resource of organisations and lending the management of personnel increased importance In this essay the similarities and differences between personnel and HR management are analysed with regard to their theoretical approaches as well as their practical implementation Before sketching the similarities and differences in some detail two different models of HRM the soft and the hard approach will be introduced Finally the question will be examined if HRM models are manipulative and exploitative and a conclusion will summarise the results briefly

NEP Fundamentals Of Human Resource Management [B. Com. Ist Sem (Group-C (Minor))] Dr. F. C. Sharma,2023-10-29 1 Introduction to Human Resource Management 2 Human Resource Policies Procedure 3 Human Resource Planning 4 Job Analysis Description and Specification 5 Recruitment 6 Selection 7 Placement and Placement Introduction 8 Job Changes Transfers and Promotions 9 Training 10 Executive Development Programme 11 Performance Appraisal 12 Job Evaluation 13 Remuneration [A Dictionary of Human Resource Management](#) Edmund Heery, Mike Noon,2008-04-17 The authoritative source of precise and easy to understand definitions of words terms and phrases that are used in the fields of Human Resource Management Personnel and Industrial Relations this new edition of the Dictionary of Human Resource Management has been thoroughly revised and updated to reflect changes in vocabulary and usage All the previous editions entries have been reviewed around 300 new entries have been added and the existing entries thoroughly edited to reflect changes in the usage of terms changes in institutions and official bodies and keeps pace with the evolving HRM vocabulary With over 1 400 entries this new edition of the Dictionary features The latest terms and management buzzwords Key theoretical terms and concepts from academics and consultants Technical terms used by practising personnel HR managers and trade unionists Major policies practices and institutions Jargon from the present and

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developing processes and practices for high performance organisations It is built around a unique conceptual framework that provides a clear and coherent structure for the book Underpinned by recent research in the field and the author s academic expertise the book provides an historical overview of the development of strategic HRM as a field of study before bringing the discussion up to date by examining contemporary topics such as sustainable HRM e HRM and high performance work systems The book extends the focus beyond the firm to include discussions about the role of multiple stakeholders such as trade unions and governments to encourage a deeper understanding of the role of national institutional and cultural issues as well as other external influences This is an essential text for postgraduate and MBA students studying modules on Strategic HRM Advanced HRM or HRM and Performance Management It is also an ideal companion for final year undergraduate modules on specialist HRM degree programmes

Public Personnel Administration Anupama Puri Mahajan,2023-10-16 This book addresses the processes and concerns within the purview of public personnel administration which is the key to success in carrying out governmental responsibilities and duties With special focus on Indian administrative system this volume probes into how public personnel administration is a critical aspect of the public sector that involves enhanced management of human resources It also studies the evolution of public personnel administration in countries like the USA UK France and Germany Besides discussing the personnel processes in the post pandemic age the book also examines the challenges that governments face on a global level This title will be useful to students researchers and teachers of Public Administration Public Policy Political Science and General Management The book will also be an invaluable companion to the policymakers in the government sector as it will strengthen their conceptual understanding of the subject

Strategic HRM Michael Armstrong,Angela Baron,2002 How can strategic HRM make a significant impact on bottom line performance The authors have drawn on previously unpublished research to provide authentic voices from real life managers discussing how they set about developing and implementing HR strategies The research includes interviews with HR Directors and Chief Executives from a variety of organisations including The Children s Society Homebase and Lloyds TSB Overall the text demystifies the concept and practice of Sstrategic HRM placing it firmly within the context of the wider organizational strategy and business goals

An Introductory Guide to EC Competition Law and Practice Valentine Korah,1994 Journal of the Institute of Personnel Management ,1922 Best Papers Proceedings ... Annual Meeting of the Academy of Management Academy of Management,1995 Management Arthur G. Bedeian,1993

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diagrams created to represent attributes as well as entities and relationships may be called entity attribute relationship diagrams rather than entity relationship models an er model is typically implemented as a database in a simple relational database implementation each row of a table represents one instance of an entity type and each

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