



# **SNS COLLEGE OF ENGINEERING**

**Kurumbapalayam (Po), Coimbatore - 641 107**

**An Autonomous Institution**

**Accredited by NBA - AICTE and Accredited by NAAC - UGC with 'A' Grade**

**Approved by AICTE, New Delhi & Affiliated to Anna University, Chennai**

**DEPARTMENT OF MANAGEMENT STUDIES**

**COURSE NAME : 19BA202 - HUMAN RESOURCE MANAGEMENT**

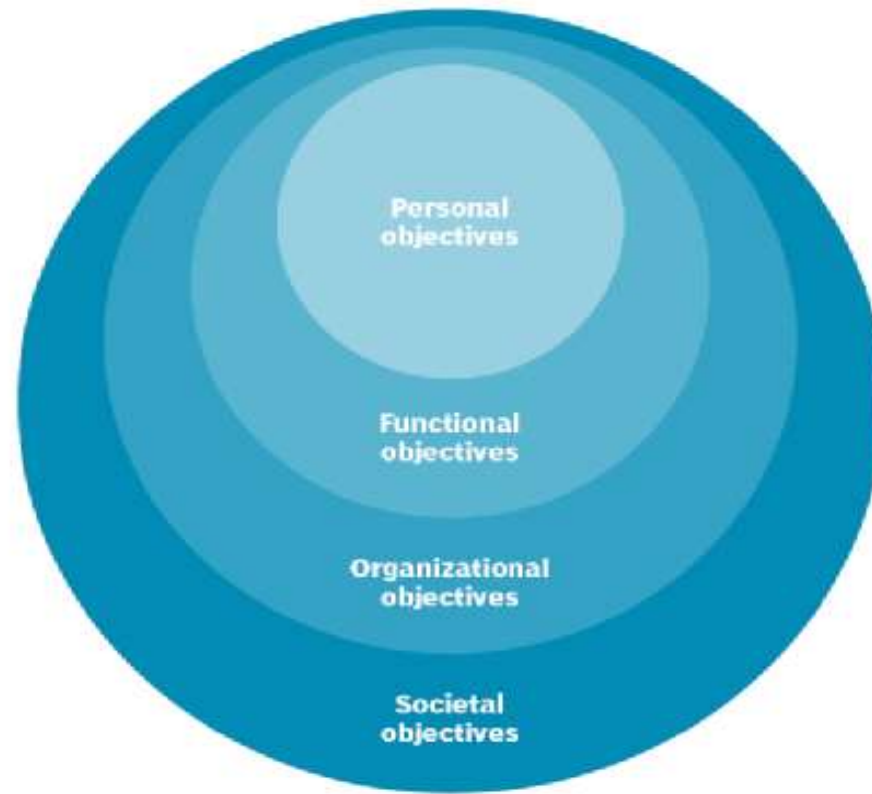
**I YEAR /II SEMESTER**

**Unit 1 - INTRODUCTION TO HRM & FRAMEWORK**

**Topic 4: Objectives of HRM**



# Objectives of HRM



# HRM Objectives & Functions

## Societal objectives

1. Legal Compliance
2. Benefits
3. Union-management relations

## Organizational Objectives

1. Human Resource Planning
2. Employee Relation
3. Selection
4. Training & Development
5. Appraisal

## Functional Objectives

1. Appraisal
2. Placement
3. Assessment

## Personal Objective

1. Training & Development
2. Appraisal
3. Placement
4. Compensation
5. Assessment



# OBJECTIVES OF HRM

- To help the organization reach its goals.
- To ensure effective utilization and maximum development of human resources.
- To ensure respect for human beings.
- To identify and satisfy the needs of individuals.
- To ensure reconciliation of individual goals with those of the organization.
- To achieve and maintain high morale among employees.
- To provide the organization with well-trained and well-motivated employees.





# OBJECTIVES OF HRM

- To increase to the fullest the employee's job satisfaction and self-actualization.
- To develop and maintain a quality of work life.
- To be ethically and socially responsive to the needs of society.
- To develop overall personality of each employee
- To enhance employee's capabilities to perform the present job.
- To equip the employees with precision and clarity in transaction of business.
- To inculcate the sense of team spirit, team work and inter-team collaboration.





# ROLE OF HR MANAGER

- Policy Initiation
- Advisory Role
- Linking Pin Role
- Representative Role
- Decision-making Role
- Mediator Role
- Leadership Role
- Welfare Role
- Research Role

## HRM FUNCTIONS



# Role & responsibilities of HR Manager:-





**RECAP**

**QUESTIONS???**

**THANK YOU**