

Revisiting the Concept of Human Resource Management

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Abstract: Management of the workforce is one of the key factors that determine the success of any organization. Putting into cognizance the current changes in work trends, and variability of the labor market demands, it is very important for an organization to maintain a conglomerate of workers who not only possess the required proficiency and capability, as concerns achievement of quality results but are also, fully motivated and dedicated employees. This paper examines the concept of human resource management and its importance in the smooth running of an organization hence, acting as a primary incentive to organizational success.

Keywords: Human Resource Management, Organization, Management.

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INTRODUCTION

Human Resource Management is a systematic process of organizing specialized groups of individuals to provide an organized and specified job aimed at achieving a particular objective of providing services or manufacturing processes. The act of coordinating the activities of individuals in an organization involves the planning of manpower requirements, and how they conduct themselves in the workplace. The plan is to train and provide the necessary input and value in the workplace. The mechanism used to appraise and discipline. The process of analyzing jobs and providing an appropriate description of those job roles. Human resource management simple is the act of managing the human capital of an organization. The personnel of such organizations are assets of the organization that require adequate attention and monitoring to provide the best of their skill.

HRM is a branch of management is mostly concerned with the recruitment, appraisal, training, utilization, and discipline of employees in the workplace, in a systematic way that enhances productivity. It refers to a systematic function of

planning for the human resource needs and demands, selection, training, compensation, and performance appraisal, to meet those requirements

Human Resource management is very important for the survival and progress of any organization. The roles played by the human resource department are professional roles based on the skill learned and acquired through many years of practice and education.

The administrative process applied for the enhancement and conservation of effort, experience, health, knowledge, skills, etc., of the Members of an organization, is what is referred to as human resource management. All these are done for the benefit of the individual, the organization, and the community as a whole.

Concept of Human Resource Management

Human resource management (HRM) is the systematic process of recruiting, hiring, deploying, and managing the employees of an organization. HRM is often referred to simply as human resources (HR). The concept of human resources management looks at the manpower of the entire organization not

as individuals but as a collective asset. This is usually referred to as human capital management. Here human beings are viewed as assets in an organization.

Human resource management has a broader scope and regards employees as an asset to the organization. It promotes mutuality in terms of goals, responsibility, reward, etc. that will help in enhancing high productivity from the employee which translates to better results for the organization. As with other business assets, the main goal of Human Capital Management is to make effective use of employees, reducing risk and maximizing return on investment (ROI).

The modern HR technology term human capital management (HCM) has been used more frequently compared to the term HRM. The term HCM has had widespread adoption by large and midsize companies and other organizations of software to manage many HR functions.

Human resource management (HRM or HR) is a systematic approach to the efficient way of managing employees in an organization to assist businesses to gain a competitive advantage in the marketplace. It is designed to bring out the best in employee performance to achieve the employer's strategic objectives. Human resource management is primarily concerned with the simplification of handling employee performance and the administration of people within an organization. This is in direct bearing with policies and systems.

Human Resource departments are in charge of overseeing employee-benefits design, employee recruitment, training and development, performance appraisals, and reward management, such as managing pay and employee benefits systems. It also focuses on organizational change and industrial relations, or the balancing of organizational practices with requirements arising from collective bargaining and governmental laws.

The principal role of human resources (HR) is to manage people for the success of the organization. HR professionals manage the human capital of an organization and focus on implementing policies and processes. They can specialize in finding, recruiting, selecting, training, and developing employees, as well as maintaining employee relations or benefits.

Training and development in a continuous manner for individual and organizational growth is also a key function of human resources. This is done through training programs, performance evaluations, and reward programs.

To maintain industrial harmony in an organization the HR department maintain very good relations between employees. There is the role of proper communication of policies and procedures to avoid rumors. Relations dealing with the concerns of employees when policies are broken, such as cases involving harassment or discrimination.

Employee benefits including developing compensation structures, parental and leave programs, discounts, and other benefits for employees are major concerns of the human resources department. HR professionals also work in areas of labor relations with the representatives of employees' work or labor unions.

HR is a product of the human relations movement of the early 20th Century when researchers began documenting ways of creating business value through the strategic management of the workforce. It was initially dominated by transactional work, such as payroll and benefits administration, but due to globalization, company consolidation, technological advances, and further research, HR as of 2015 focuses on strategic initiatives like mergers and acquisitions, talent management, succession planning, industrial and labor relations, and diversity and inclusion. In the current global work environment, most companies focus on lowering employee turnover and on retaining the talent and knowledge held by their workforce. Hiring employees not only entails a high cost but also increases the risk of a new employee not being able to adequately replace the position of the previous employee. HR departments offer attractive benefits that will attract workers, thus reducing the risk of losing employee commitment and psychological ownership.

Human Resources and Organization

Organizational behavior is the concept used to define the behavior of individuals who makes up the human elements of an organization. This has a direct relationship with human resources, which is a term used to describe the administration and management of the employees in an organization. From the explanations above, it is simpler to determine how organizational behavior (OB) and human resource management (HRM) are related. Organizational behavior starts with individual behavior, then group behavior, and progresses to organizational behavior. This is also called organizational culture.

Very excellent skills are required to understand how the organization and its members relate and have an impact on each other. Therefore one can say that organizational behavior (OB) is the

study of individual and group dynamics within an organizational setting while human behavior, is a sub-set of organizational behavior.

Human behavior is inborn in individuals which is their characteristics, way of behaving, and thinking which are particularly a result of their orientation in society. But organizational behavior is a group or company culture unique based on its policies and objectives.

The relationship between organizational behavior and human resource management is brought clearly from the fact that the latter can be used to shape the former, which means human resource management can be used in shaping organizational behavior. Experts use effectively to use human resources management to shape the perceptions and behavior of the employees in an organization, resulting in a desired outcome in their organizational behavior. This connection between organizational behavior and human resource management is seen in the area of the workers' attitudes toward their jobs.

Effective management of staff welfare issues in an organization lies on the shoulders of the human resource department, When this HR role is performed effectively, the employees will have a more positive attitude toward their jobs and will be more willing to give extra commitment to performing their jobs.

Therefore one can rightly point to the fact that organizational behavior and human resource management deal with the behavior of individuals and groups within organizations. These fields try to monitor the incremental effectiveness of an organization's human capital with a view to obtaining a competitive advantage to achieve organizational goals. The field of organizational behavior includes topics such as personality/dispositions, emotion and affect, motivation, social concept and identity, decision-making, and cognition, justice and trust, organization and work attachment, leadership, groups and teams, and organizational culture and climate.

Human resources as a term comprise topics such as job analysis, recruitment, selection, training and development, performance appraisal, compensation, quality of work life, workforce diversity, and strategic human resource management.

Remuneration and Safety

In whatever situation an individual finds himself the first move is how safe is this place. When

a company decides to create a new post, all steps are to be followed. from job analysis to job description to job placement and up to remuneration.

Job analysis is very important in bringing out the needs, the skill required the qualification, and how the position fits in within the organization. What value addition is expected from the particular job role? When the job analysis is properly done then comes the job description. What is the role to be played, the nitty-gritty of the job? Job description and analyses are all functions of human resource managers. In the job description, stage effort is made to specify the type of job, the role to be played, and the required skill and qualification. An organization providing a very good working environment for its employees attract good talents.

It is expected that a well-analyzed job role makes way for a better job description. This is the driving force for very good placement, provided that the individual applying for the position fits in correctly. People seeking employment always consider the job role, the skill, and the qualification required and see if they are good for the post.

However, it is not only the job position that matters but the remuneration. People strive hard to qualify and get good-paying jobs. The prestige of any position depends also on how much you take home. Remuneration is very key in working for any organization. People that are paid well are expected to effectively add value and contribute to the development of the organization they work. They tend to take ownership of their organization in terms of dedication and sacrifice.

A well-structured organization has also a very well-designed policy in terms of compensation and staff welfare. The health and safety of staff is a very important duty of organizations seeking to employ people to work for them. People feel more comfortable when their security and safety are being taken care of, they put more of their skill and extra effort into performing their various duties. An organization that takes care of the health and safety of its workforce is also healthy.

Based on the above we should understand that people work to earn a living, and for them to even work they have to be safe in the working environment and the work itself. The individual employees of organizations also feel confident when there are safety measures in the workplace, there is a guaranteed health policy for them and provably families, in addition to a very robust compensation policy in place.

Relations

A relation can be the interconnectivity between individuals in the workplace, a visible attachment between or among people or things. Or the various alliances between individuals or groups, communities, etc. the various connections in which persons are brought together to achieve a set of objectives like business and social relations.

For any human development to succeed, there must be interrelationships. This can be an organized relationship like labor unions in companies or government agencies. Husband and wife relationship or contract as in marriage. Community or socio-cultural groups and associations.

A union gives collective bargaining power to any group of people, this can be employees seeking a better working environment and remuneration. Or a community association seeking government intervention in some social amenities. A unionized workforce has a better way of getting representation from the management.

Individual employment relationships are what give a worker direct access to the employer or his representative. Collective labor relations are establishing a union or group of unions with a company or employer organization, or a group of one or the other. In the individual employment relationship, the employee is in a situation of dependence or subordination to the employer. That legal inequality hinders the possibility of a contractual relationship between the parties since the will of the worker is affected. Additionally, the worker usually be in a situation of economic weakness against the employer. For this reason, Suppiot Alain has held that civil law fails when you try to be applied to the individual employment relationship and that the world of work can only be civilized if the worker is organized in unions and negotiate collectively with this system everything is sold and bought land goods and labor.

Information Technology Management

IT management can be referred to as the practice of overseeing the administration of a company's information technology systems including hardware, software, and all its networks. IT management is concerned with how information systems operate seamlessly and effectively in an organization. This is intended to help the entire workforce work efficiently.

In the present-day organization where, human capital is regarded as an asset, the desire to have a robust system that will make for effective

management of these human resources is necessary. The development of various information technology soft wires to fast-track monitoring and evaluation in the workplace has revolutionized the working environment. The deployment of IT solutions to payment systems, staff performance appraisals, and even the work-hour tracking of employees has brought sanity and objectivity in assessment and hence better productivity.

IT management is the process by which all of the information technology resources of an organization are managed according to its needs and priorities. These resources may include tangible investments like computer hardware, software, data, networks, and data Centre facilities, as well as the staff who are hired to maintain them. Managing this responsibility within a company entails many of the basic management functions, like budgeting, staffing, change management, and organizing and controlling, along with other aspects that are unique to technology, like software design, network planning, tech support, etc.

Chief Human Resources Officer

A Chief Human Resource Officer is the person vested with the responsibility of managing the overall human resources of an organization. He is responsible for overseeing the recruitment, placement, training, and compensation in the organization. The Chief Human Resource Officer is also responsible for labor relations and appraisal of the performances of all employees.

In some organizations Chief Human Resource Officer is referred to as Head Human Resources, Chief People Officer, Chief Personnel Officer, Executive Vice President of Human Resources, and Senior Vice President of Human Resources, as the case may be.

The functions of the Chief Human Resource Officer have been amended to meet the rapid growth of human capital needs of multi-national organizations operating across multiple regulatory and labor environments. Whereas the traditional roles of CHROs were managing labor operations in just one or two countries, today many are saddled with overseeing complex networks of employees on more than one continent and implementing workforce development strategies on a global scale.

CHROs are especially important now in helping companies steer the workforce issues associated with expanding into emerging markets, and in developing labor policies to suit different regions of the world while preserving a company's core culture. The strategic role of the CHRO has also increased as different job roles are now handled by

educated employees, and organizations are requiring better systems to compete for scarce high-skilled workers. Rather than just paying attention to personnel issues and service delivery, CHROs today must concentrate more on creating strong talent management and better succession plans for enhancing organizational decision-making and securing future development.

The responsibility of the present-day Chief Human Resource Officer includes talent management and succession planning. Managing cultural issues like organizational behavior, social networking ethics and values, innovation, customer focus, employee engagement, diversity and inclusiveness, and multiculturalism. Managing corporate capabilities which include dealing with rapid changes in technology, globalization, and the increasingly complex external context of government regulations and public policy.

Iso 9000 and ISO 14000

In the rapidly growing economic environment that is driven by globalization and the multiplicity of economic processes, standardization in management systems has witnessed a magnificent up-shot. In this respect, there has been a simultaneous increase in certain standards, or norms, issued by international organizations. Among these standards, two main groups stand out, both issued by the International Organization for Standardization (ISO): one for quality management systems – that is ISO 9000 standards – and the other for environmental management systems – the ISO 14000 standard.

ISO 9000 is defined as a set of international standards on quality management and quality assurance developed to help companies effectively document the quality elements needed to maintain an efficient quality system. They are not specific to any one industry and can be applied to organizations of any size.

Similarly, the main objective of the ISO 14000 series of standards is to encourage efficient environmental management systems in organizations. The standards seek to provide cost-effective tools that make use of best practices for organizing and applying information about environmental management.

It is pertinent to note that while ISO 9000 is concerned with quality management and meeting customer quality requirements, achieving control of processes, and encouraging continuous improvement, ISO 14000 looks at environmental management. Both standards outline a solid, traditional management approach.

While ISO 9000 aims to enhance quality and encourages the best practice of business objectives. In the same vein, ISO 14000 targets the improvement of environmental performance and the facilitation of relationships with not only market actors, but also nonmarket actors, such as regulatory agencies and nongovernmental organizations (NGOs).

ISO 9000 is a quality management standard that presents guidelines intended to increase business efficiency and customer satisfaction. The goal of ISO 9000 is to embed a quality management system within an organization, increasing productivity, reducing unnecessary costs, and ensuring the quality of processes and products.

ISO 14000 enables an organization's EMS to (i) formulate and define policy and objectives in this regard (ii) to formulate a plan to implement the policy and objectives (iii) to develop the capabilities and support to achieve the implementation of policy objectives.

Organizational behavior and Theory

Organizational behavior is the discipline that looks at the influence or impact that individuals, groups, and structures have on behavior within an organization to apply such knowledge to improve an organization's effectiveness. It is an interdisciplinary field that includes sociology, psychology, communication, and management; and it complements the academic studies of organizational theory (which is focused on organizational and intra-organizational topics) and human resource studies (which is more applied and business-oriented). It may also be referred to as organizational studies or organizational science.

While Organizational theory is the sociological study of the structures and operations of social organizations, including companies and bureaucratic institutions. The organizational theory includes the analysis of the productivity and performance of organizations and the actions of the employees and groups within them.

In most cases, Organization theory concentrates on the relationship between organizations and their environment, the effects of those relationships on organizational functioning, and how organizations affect the distribution of privilege in society. Organizational behavior, on the other hand, is the academic study of how people interact within groups. The principles of the study of organizational behavior are applied primarily in attempts to make businesses operate more effectively.

Human Factors and Ergonomics

This is the discipline concerned with the understanding of interactions among humans and other elements of a system, and the profession that applies theory, principles, data, and methods to design to optimize human well-being and overall system performance.

Human factors and ergonomics or mostly referred to as human factors are the application of psychological and physiological principles to the engineering and design of products, processes, and systems. The goal of human factors is to reduce human error, increase productivity, and enhance safety, system availability, and comfort with a specific focus on the interaction between humans and the engineering system.

The field is a combination of numerous disciplines, such as psychology, sociology, engineering, biomechanics, industrial design, physiology, anthropometry, interaction design, visual design, user experience, and user interface design. In research, human factors employ the scientific method to study human behavior so that the resultant data may be applied to the four primary goals. In essence, it is the study of designing equipment, devices, and processes that fit the human body and its cognitive abilities. The two terms "human factors" and "ergonomics" are essentially synonymous.

A Human Factors (or Ergonomics) approach focuses on how to make the best use of these capabilities: by designing jobs and equipment which are fit for people. This not only improves their health and safety but often ensures a better-managed, more effective organization.

CONCLUSION

In the present globalized labor market and the standardization of management practices, the aspect of human resource management in any organization is of great importance. As organizations are getting more sophisticated so also human beings and their desires are getting enormous.

Many scholars are getting more interested in the field of human resource management. This interest stems from the need of various organizations to get a better competitive advantage in the marketplace. Human beings are getting dynamic with challenging working environments. The needs for a better labor force in an organization and the desire of an employee to obtain better conditions of service and remuneration require a systematic approach to the management of all assets.

Human resource management is a wide field that requires deep knowledge and understanding of all the processes, laws, and behaviors for the actualization of individual and organizational objectives. Human resource management principally manages employees within a workplace to achieve the organization's mission and reinforce the culture and policy, when this is done effectively results emerge in line with the set objectives. HR managers help in recruiting new professionals who have the skills necessary to further the company's goals as well as aid with the training and development of current employees to meet objectives.

Based on the above the human resource or personnel department has among its functions, recruitment, defining staff job roles, job specification, training, compensation and benefits, relating with labor unions, maintaining discipline between staff, and in conjunction with the organization management apply sanctions to staff.

Human resource managers must see that all the policies of the organization are fully adhered to. Staff is supervised to properly conduct and do their job well. Then the staff is also appraised based on their specific roles and promotions or any type of motivation is given to them as at when due.

In this write up I have analyzed some of the functions of human resource managers from job analyses, job descriptions, job placement, job performance, management of wages, relating to labor unions promotions, and others. All there are what is presently referred to as Human Resource Management. In this respect, the International Standard Organization has rolled out some basic rules that affect the environment and the international workplace in ISO 9000 and ISO 1400.

In conclusion, correct management of an organization's workforce plays a central role in ensuring an organization succeeds in any of its daily endeavors. Adoption of correct management policies is critical, in that presently, the labor market is undergoing many changes, due to the continuously changing work patterns.

In addition, considering the diverse nature of many organizations, organizations must have this department, for it helps to provide solutions to worker grievances in addition to alleviating the gap that exists between workers and top management organs.

On the other hand, it is crucial for practitioners in this field to always remember that, employee motivation is one of the primary factors

that determine the success of any policy implemented. In this regard, HR managers should make sure they include concepts of motivation measures they adopt; something they can achieve via studying and critically analyzing workers' characteristics.

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