



SNS College of Technology

Coimbatore - 35



19BAT610- HUMAN RESOURCES MANAGEMENT

Unit 1 – Introduction To HRM And Framework

TOPIC- Guess????

Department of Management Studies
Presented By,
Dr.S.Senthil kumar



Connect these Picture





Overview of HR Managers





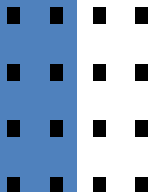
18 Key HR Roles

- 1. Attracting Candidates**
- 2. Selecting Candidates**
- 3. Hiring from Within and from Outside**
- 4. Performance Appraisals**
- 5. Compensation**
- 6. Employee Benefit Management**
- 7. Learning & Development**
- 8. Promotions**
- 9. Problem-Solving Groups**
- 10. Total Quality Management**



Contd..

- 11. Information Sharing**
- 12. Organizational Development**
- 13. Survey Management**
- 14. Compliance Management**
- 15. Business Partnering**
- 16. Data & Analytics Management**
- 17. HR Technology Management**
- 18. Change Management**





HR Manager Role Specialities

Human Resources Manager- Specialties

Employment Interviewers

They work in an employment office and interview potential applicants for job openings.

Human Resources Generalists

They handle all aspects of human resources work.



Recruitment Specialists

They find, screen and interview applicants for job openings in an organization.

Placement Specialists

They match employers with qualified jobseekers.

Labor Relations Specialists

They interpret and administer labor contracts.



7 Responsibilities of HR Manager

Participate in Planning and Development

the identification, development and execution of corporate objectives.

HR leaders to gain a profound understanding of the organizational activities



Provide Employees With Career Assistance

HR professionals take an active role in helping employees advance their careers.

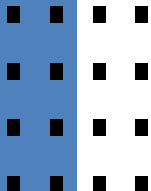
filling future roles and meeting forthcoming market demands.



Find and Recruit Employees That Advance Company Objectives

HR executives formulate employer brands designed to attract the right job candidates.

work to promote their respective firms as highly favorable workplaces.





Contd

Serve as Leaders of Change

HR executives yield strong project management skills in their corporate toolboxes.

the connection between change initiatives and strategic needs, minimizing change resistance and employee unrest.



Advocate for Employees

HR executives play an integral part in the success of organizations

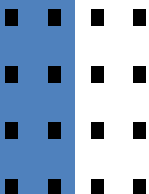
HR leaders deploy effective practices such as [employee empowerment](#),



Provide Support for Domestic Violence Victims

The Centers for Disease Control (CDC) forecasts that domestic violence can affect 1 in 4 women and 1 in 7 men in the United States.

organizational culture where staff members do not feel intimidated or ashamed





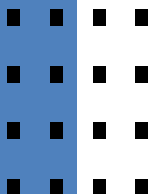
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7. Ensure No Cyberbullying At Work:

- The connectivity of the Internet extends the influence of bullies to victims' personal workstations and homes, an activity called cyber bullying..

- <https://youtu.be/ukmC6F0JvQw>

- <https://youtu.be/lpg0H9uLHPw>



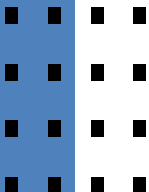


Time for the
assessment...



MCQ

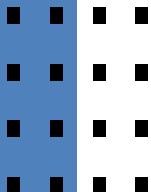
1. Total Quality Management (TQM) is a more structured approach to quality circles.
 - a. True
 - b. False
2. Creating the right benefits for employees is crucial in retaining key talent.
 - a. True
 - b. False
3. Performance Appraisal is also called an
 - a. Performance Review
 - b. Performance Strategy





Summary

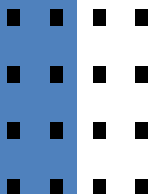
- Roles of of HRM
- Responseablities f HRM





References

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*Thank
you*