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## **Objectives of Human Resource Management**

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# **Introduction**

Human Resource Management (HRM) is essential for effectively managing an organization's workforce to achieve its goals. It has evolved from a purely administrative function to a strategic partner in enhancing competitive advantage through human capital. Key HRM objectives include recruitment and staffing, employee development, performance management, and compliance with labor laws.

In today's dynamic business environment, organizations recognize that their greatest asset is their people. Effective HRM not only attracts and retains talent but also fosters an inclusive workplace culture that enhances employee engagement and well-being. By aligning HR strategies with organizational objectives, HRM contributes to improved productivity, innovation, and overall performance. This research will explore these objectives in detail, illustrating their significance in creating resilient and adaptive organizations.

## **1. Definition of human resource management**

Human Resource Management (HRM) is the strategic approach to managing an organization's most valuable asset—its people. It involves the processes of recruiting, hiring, training, developing, and retaining employees while also overseeing policies related to employee relations, performance management, compensation, and compliance with labor laws.

HRM aims to create a productive work environment that fosters employee engagement and development, aligns with organizational goals, and enhances overall performance. By focusing on both the needs of the organization and the well-being of its employees, HRM plays a crucial role in driving business success and fostering a positive workplace culture.

## **2. How it works?**

If you're wondering, "How does human resource management work?", it involves managing a company's employees and employee procedures, such as training and onboarding, concerns and queries, and exit processes. This also involves documenting employee activities,

communicating remuneration and compensations, and writing job descriptions for new roles. Depending on its size, a company may employ a few human resource personnel, staff an entire department, or outsource this work to an external HR organization. When regulating the employment process, the company can reference the federal and provincial labour laws on company culture, basic requirements, and demographics.

Line managers can also perform HR duties by coordinating team engagement and productivity. The human resource team works directly with company management to address employee concerns. First, they coordinate the hiring process by sending out job openings, conducting interviews, and selecting new team members. Then they onboard these new employees and integrate them within the company. The goal of the HR team is to communicate the company mission, vision, and values and give employees a reason to work for the company. They may also organize events such as employee community outreach to give employees a sense of belonging.

### **3.The importance of human resource management**

Human Resource Management (HRM) is crucial for several reasons:

- **Talent Acquisition:** HRM helps in attracting, recruiting, and retaining the right talent, which is essential for an organization's success.
- **Employee Development:** It focuses on training and development programs that enhance employee skills and competencies, leading to improved performance.
- **Performance Management:** HRM establishes performance appraisal systems that align individual goals with organizational objectives, fostering accountability and growth.
- **Workplace Culture:** HRM plays a vital role in shaping and maintaining a positive organizational culture, which can boost employee morale and engagement.
- **Compliance and Risk Management:** HRM ensures that organizations comply with labor laws and regulations, reducing legal risks and potential liabilities.
- **Conflict Resolution:** HR professionals mediate disputes and foster a harmonious workplace environment, addressing issues before they escalate.

- **Strategic Planning:** HRM contributes to the strategic planning of an organization by aligning human resources with overall business goals, ensuring that workforce capabilities meet future demands.
- **Employee Relations:** It helps build strong relationships between management and employees, leading to higher job satisfaction and loyalty.

## **4. the function of HRM**

Human Resource Management (HRM) encompasses a range of essential functions that work together to manage an organization's workforce effectively. Key functions include recruitment and selection, where HRM identifies and hires qualified candidates; onboarding, which integrates new employees into the company culture; and training and development, aimed at enhancing employee skills and career growth. Performance management involves setting standards, conducting evaluations, and providing feedback to align individual contributions with organizational goals. Additionally, HRM manages compensation and benefits to ensure competitive and equitable pay, fosters positive employee relations to maintain morale and engagement, and develops policies to ensure compliance with labor laws. Workforce planning aligns HR strategies with business objectives, while promoting diversity and inclusion enhances workplace culture. Finally, HRM utilizes HR information systems to streamline processes and analyze data, ultimately contributing to the overall success of the organization

## **5. objectives of human resource management**

### **1. Achieve Organizational Goals**

The HRM objectives are to fulfill organizational goals by utilizing human resources to achieve business requirements and standards. An effective HRM needs to accomplish the organizational goals to inflate the profitability of an organization.

Organizational objectives include workforce handling, staff requirements like hiring, onboarding, payroll management, social engagement, and more. To succeed at the organizational objectives, HR requires efficient planning and execution.

Without a set parameter for goals, mission, and resources, HRM is incomplete. After you know your resources and planning at the place, achieving HRM objectives gets streamlined. Some more objectives are explained further.

## **2. Functional Objectives**

Human Resource Management is responsible for coordination and harmonious functionality within, and between different departments. The resources are organized to achieve business objectives. Also, it is to be made certain that there is functional utilization and all-out growth of human resources.

Human Resource Management should aim at making effective use of the workforce through proper direction of the organizational sectors.

This includes refining the conditions for successful outcomes, by making appropriate decisions about human resource planning, [recruitment](#), evaluation, rewards, [training and improvement](#) and staff associations that are reliable and sustain the business strategy.

## **3. Personal Objectives**

It has become harder than ever for companies to hire and sustain capable people because of the rising global competition. Add to it, the lack of sufficiently skilled personnel. As such, it becomes an undeniable priority for [Human Resource Management](#) to hire and train the right talent. It should be ensured that there is an environment of respect among people in the organization, and individual needs are catered to.

The HR strategies, [policies](#) and ideas for individual improvement must be cohesive with the organization's strategic goals. It should gratify the individual objectives of employees so that personal and organizational objectives can be aligned, conducive to reaching maximum productivity and establishing a certain competitive edge.

## **4. Societal Objectives**

It must be the responsibility of Human resource management to ensure that legal, ethical, and social environmental issues are suitably dealt with.

It must make sure that the human resources are officially and compliantly coped with and their requirements are recognized and fulfilled.

It should also consider societal ethics and undertake social responsibility.

It must also try to enhance the organization's competitive advantage through social strategies, by pitching in ethically to the necessities and challenges evolving in society.

The societal objectives also involve legal issues such as equal opportunity and equal pay, which should be given due concern.

## **5. Work Culture**

When it comes to handling HRM effectively, employee and work environment are the prior factors. Work culture plays an important role in defining HRM and business performance. An HR manager needs to be active while calling for strategies to foster better work culture. Automated activities like leave approvals, reimbursement request acknowledgement, etc. can help you. In addition, Quick operations and empowerment to employees help in creating positive vibes at the workplace. Developing and maintaining healthy and transparent relations among team members and teams contribute to building a good example of work culture.

Adopting the right solutions like an [employee management system](#) can solve more than half of your job. Small steps like short and sound onboarding processes can help build a good image of the workplace.

## **6. Team Integration**

One of the prime roles and objectives of HRM is to make sure the team coordinates efficiently. Easy communication is the need for teams in an enterprise. An HR here must ensure a tool that assists in making the integration easier and smooth.

The proper connection between individuals is a must to ensure productivity. To make [human capital management](#) successful, you need to search for better integration portals to make data availability easier for people. Functional objectives like team integration are to produce streamlined operations and tasks. The right tool like the self-service portal can bring employees closer to HR folks.

## **7. Training and Development**

Workforce being effective and performing are two important and basic elements to work upon for achieving your basic objectives at an organization. With proper training and providing future opportunities, employees feel safe and organized. Effective employment is highly dependent upon training practices. Providing opportunities to employees is one of the great step to ensure workforce performance management. There might be difficulties such as planning, scheduling training sessions, and evaluation of each on-boards.

To lessen the pain, solutions like [training management system](#) can help you with auto-reminders, easy scheduler, reporting, and tracking capability. The HR manager can ensure effective training practices at the firm.

## **8. Employee Motivation**

The prime objective of the HR team is to keep things on the right path. Keep distractions and negative vibes away. For this, the employees need to be attended to and kept motivated throughout. But the question here is:

### **► How can HR motivate employees?**

For motivating employees, it is important to give power to them. Take their views on things. Involve them in weekly meets or decisions. Even if they are freshers, let them join. Keep the morale always high.

Employee recognition like yearly appraisals, incentives, and bonuses based on their performance can too help. It must be framed yearly to review the performances as well as reward the deserving.

An automated feedback system for [performance appraisal management](#) can keep your employees motivated and ensure productivity throughout the service. When the employees are satisfied and fulfilled, nothing else can prevent them from accomplishing the required target for the enhancement of productivity.

## **9. Workforce Empowerment**

Talking about employee motivation, nothing can work better than empowering them. Empowering them with tools like [ESS portal](#) can help save HR efforts too. With the portal, employees can apply for approvals and track them through their mobile phones. Be it leave requests, generating Pay slip, checking PF accounts, remaining leaves, upcoming holidays, manager details, or anything, HR intervention is least required.

Employees no more need to knock on HR's desk for small queries as all the minute details would be made available on the ESS portal. The workforce plays a pivotal role in an organization as the business's functioning depends on the employees' skills.

When the objective of HRM would align with individual interests it inflates the encouragement of employees to heights. What else could empower workforce would take? How

would you ensure the right workforce engagement? Effective HRM measures can definitely help. Look for easy employee management tips.

## **10. Retention**

Providing leadership qualities and opportunities, a healthy working area, and [employee retention](#) are some prime objectives and deliverables of the HR managers. Keeping employees retained and motivated needs to be a top priority for HRM. To ensure the retention of employees, the HR department should optimize the functional objectives of the company in accordance to the interest of company as well as its workforce to ensure the engagement of staff in achieving the company's goals.

Other than employee hiring, onboarding, and training cycle, keeping the employees retained for long is the biggest challenge AKA the objective of the HR people. It often occurs that employees leave the organization within 2 months of onboarding. It can be due to ineffective training management or a rough hiring process.

Employee experience needs to be carefully attended to. Keeping your employees retained can help maintain a good state of [employee turnover](#). To keep it stable, the HR manager needs to learn the best retention tips for business.

## **11. Data and Compliance**

Functional and organizational objectives also include managing company/ employee data and managing compliance. Managing payroll compliances and keeping the company out of any penalties or fines is a huge challenge for the Human resource management (HRM) teams and managers. Even a small error or miscalculation can owe you huge penalties and even may lose respect. When committing to tasks like employment and payroll, you need to be careful about laws and regulations. The objective here is to keep any unwanted claims at bay for smooth functioning.

Automated software is the main element in human resource management and objectives attaining. Like the HRMS system can help you keep errors at the side and leave no window for owing any penalty from IRS. It is the responsibility of HR to follow IRS guidelines and standards for effective employment at the company. Stay assured of all the legalities.

## **Conclusion**

The objectives of Human Resource Management are crucial for the successful management of an organization's human capital. By focusing on these objectives, HRM contributes to employee satisfaction, organizational efficiency, and overall business success. As the workplace continues to evolve, these objectives will adapt to meet new challenges, such as remote work and changing employee expectations.

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