**MEANING & DEFINITIONS OF HRM**

Human resource management can be defined as that part of management process which develops and manages the human elements of enterprise considering the resourcefulness of the organisation’s own people in terms of total knowledge, skills, creative abilities, talents, aptitudes and potentialities. It refers to the qualitative and quantitative aspects of employees working in an organization. It is a process of making the efficient and effective use of human resources so that the set goals are achieved.

In simple sense, “Human Resource Management means employing people, developing their resources, utilizing, maintaining and compensating their services in tune with the job and organizational requirements with a view to contribute to the goals of the organization, individual and society”.

According to Leon C. Megginson, the term human resources can be thought of as “the total knowledge, skills, creative abilities, talents and aptitudes of an organisation’s workforce, as well as the values, attitudes and beliefs of the individuals’ involved”.

According to Dale Yoder, “The management of human resource is viewed as a system in which participants seeks to attain both individual and group goals”.

Michael J. Jucius defines human resources as “A whole consisting of interrelated,interpedently and interacting physiological, psychological, sociological and ethical components”.

According to Flippo, “Human Resource Management is planning, organizing,directing and controlling of the procurement, development, compensation, integration,maintenance and separation of human resources to the end that individual, organizational and social objectives are accomplished”.

French defined, “Personnel Management is the recruitment, selection, development, utilization of accommodation to human resource of an organization consists of all

individuals regardless of their role, who are engaged in any of the organization activities”.

According to National Institute of Personnel Management of India, “Human Resource Management is that part of management which is concerned with people at work and with their relationships within the organization. It seeks to bring men and women who make up an enterprise, enabling each to make their own best contribution to its success both as an individual and as a member of a working group”.

Human Resource Management is the term increasingly used to refer the philosophy, policies, procedures and practices relating to the management of people within organizations. It is the qualitative improvement of human beings who are considered the most valuable asset of an organization- the sources, resources, and end-users of all products and services.

Dun & Stephens defined, “Personnel Management is the process of attracting, holding and motivating people, innovating all managers-line & staff’.

Paul Pigors & Charles Myres defined, “It is a method of developing potentialities of employees so that they get maximum satisfaction out of their work and give their best efforts to the organization”.

Prof. Thomas G. Spates defined, “Personnel administration is a code of the ways of organizing and treating individuals at work so that they each will get the greatest possible realisation of their intrinsic abilities, thus attaining maximum efficiency for themselves and their group, and thereby giving to the enterprise of which they are a part its determining competitive advantage and its optimum results”.

According to Decenzo and Robbins, “Human Resource Management is concerned with the people dimension management. Since every organization is made of people,

acquiring, their services, developing their skills, motivating them to higher levels of performance and ensuring that they continue to maintain their commitment to the organization, essential for achieving organizational objectives. This is true, regardless

of the type of organization- government, business, education, health, recreation or social action” .

Prof. Cynthia D. Fisher, Lyle F. Schoenfeldt and James B. Shaw stated that, “Human Resource Management involves all management decisions and practices that directly affect or influence the people or human resources who work for the organization. In recent years, increasing attention has been devoted to how the organizations manage human resources. It is important to examine as to how organisation’s employees enable as organization to achieve its goals”.

Guest defined, “Human Resource Management comprises a set of policies designed to maximize organizational integration, employee commitment, flexibility and quality of work”.

It is clear from the above definitions that human resources refer to the qualitative and quantitative aspects of employee working in an organization. Human Resource Management as a process of making the efficient and effective use of human resources so that the set goals are achieved.

In short, HRM can be defined as a process of procuring, developing and maintaining competent human resources in the organization so that the goals of an organization are achieved in an effective and efficient manner. It also an art of managing people at work in such a manner that they give their best to the organization.