**NATURE OF HRM**

In every phase of life, man learns new things and makes use of those in his daily routines. This nature builds a person to develop and change from time to time. When this change is well utilized by a person to coincide the organizational and individual goal, it becomes an effective human resources management.

It has following features:

**1) Pervasive Force:**

HRM is pervasive in nature. It is present in all enterprises. HRM is the central sub­ function of an organization and it permeates all types of functional management viz., production management, marketing management and financial management. Each and every manager is involved with human resource function.

**2) Action Oriented:**

HRM focuses attention on action, rather than on record keeping, written procedures or rules. The problems of employees at work are solved through rational policies.

**3) Individually Oriented:**

It tries to help employees develop their potential fully. It encourages them to give their best to the organization. Under HRM, every employee is considered as an individual so as to provide services and programmes to facilitate employees’ satisfaction and growth. In other words, it is concerned with the development of human resources, i.e., knowledge, capability, skill, potentialities and attaining and achieving employee goals.

**4) People Oriented:**

HRM is all about people at work, both as individual and groups. It tries to put people on assigned jobs in order to produce good results. The resultant gains are used to reward people and motivate them toward further improvements in productivity. It is the process of bringing people and organization together so that the goals of each are met.

**5) Future Oriented:**

Effective HRM helps an organization meet its goals in the future by providing for competent and well-motivated employees.

**6) Development Oriented:**

HRM intends to develop the full potential of employees. The reward structure is tuned to the needs of employees. Training is offered to sharpen and improve their skills. Employees are rotated on various jobs so that they gain experience and exposure. Every attempt is made to use their talents fully in the service of organizational goals. Individual employee-goals consist of job satisfaction, job security, high salary, attractive fringe benefits, challenging work, pride, status, recognition, opportunity for development etc. HRM is concerned with developing the potential of employees, so that they derive maximum satisfaction from their work and give their best efforts to

the organization.

**7) Integrating Mechanism:**

HRM tries to build and maintain cordial relations between people working at various levels in the organization. In short, it tries to integrate human assets in the best possible manner in the service of an organization.

**8) Comprehensive Function:**

HRM is, to some extent, concerned with any organizational decision which has an impact on the workforce or the potential workforce. The term ‘workforce’ signifies people working at various levels, including workers, supervisors, middle and top managers. It is concerned with managing people at work.

**9) Auxiliary Service:**

HR departments exist to assist and advise the line or operating managers to do their personnel work more effectively. HR manager is a specialist advisor. HR managers do not manufacture or sell goods but they do contribute to the success and growth of an organization by advising the operating departments on personnel matters.

**10) Inter-disciplinaryFunctions:**

HRM is a multi-disciplinary activity, utilizing knowledge and inputs drawn from psychology, sociology, anthropology, economics, etc. to unravel the mystery surrounding the human brain, managers, need to understand and appreciate the contributions of all such ‘soft’ disciplines.

**11) Continuous Functions:**

HRM is a continuous and never ending process.

According to George R.Terry, “it cannot be turned on and off like water from a faucet; it cannot be practiced only one horn each day or one day each week. Personnel management requires a constant alertness and awareness of human relations and their importance in everyday operations.

**12) Challenging Functions:**

Managing of human resources are challenging job due to the dynamic nature of people. HRM aims at securing unreserved co-operation from all employees in order to attain pre-determined goals.

Therefore, HRM is the management of human resources in the organization and is concerned with the creation of harmonious working relationships among its participants and bringing about their utmost individual development. It is about developing people and enabling them to make the best use of their abilities in their own interests, as well as those of the organization. It furthermore matches human resources to the strategies and operational needs of the organization, and ensuring the full utilization of those resources.