**OBJECTIVES OF HRM**

Human resources are managed to divert and utilize their resources towards and for the accomplishment of organizational objectives. The most important objective of any organization would be to find out the right person for the right job, so that the organizational goals are achieved. The objectives of HRM changes from time to time and from organization to organization.

They are as follow:

1. **Societal Objectives:**

To be ethically and socially responsible to the needs, and challenges of the society, while minimizing the negative impact of such demands upon the organization. The failure of organizations to use their resources for the society’s benefit in ethical ways may lead to restrictions.

**2) Organizational Objectives:**

To recognize the HRM exists to contribute to organizational effectiveness. HRM is not an end in itself; it is only a means to assist the organization with its primary objectives.

**3) Functional Objectives:**

To maintain the department’s contribution at a level appropriate to the organisation’s needs. A department’s level of service must be appropriate for the organization it

Serves. To assist employees in achieving their personal goals, at-least in so far as these goals enhance the individual’s contribution to the organization.

Personal objectives of employees must be met, if workers are to be maintained, retained and motivated. Otherwise, employee performance and satisfaction may decline and employees may leave the organization.

**4) Personal Objectives:**

Hence objectives in order to improve business performance and develop organizational culture that foster innovation and flexibility. Management has to create conducive environment and provide necessary pre-requisites for the attainment of the objectives of HRM.