

Objectives of HRM .

- i. Facilitating achievement of organizational goals;
- ii. Effective and efficient deployment of human skills, abilities, and knowledge;
- iii. Providing inspired, motivated, and trained employees;
- iv. Communicating HRM practices and policies to employees;
- v. Providing scope for creativity and innovation to employees;
- vi. Enhancing job satisfaction to employees;
- vii. Improving the quality of professional life in the organization;
- viii. Creating healthy work relations in the organization;
- ix. Operating on ethical policies;
- x. Complying with statutory requirements;
- xi. To work towards corporate social responsibility (CSR); and
- xii. Managing change.

Key Differences Between Personnel Management and Human Resource Management:

The following are the major differences between Personnel Management and Human Resource Management:

- 1.The part of management that deals with the workforce within the enterprise is known as Personnel Management. The branch of management, which focuses on the best possible use of the enterprise's manpower is known as Human Resource Management.
- 2.Personnel Management treats workers as tools or machines whereas Human Resource Management treats it as an important asset of the organization.
- 3.Human Resource Management is the advanced version of Personnel Management.
- 4.Decision Making is slow in Personnel Management, but the same is comparatively fast in Human Resource Management.
- 5.In Personnel Management there is a piecemeal distribution of initiatives. However, integrated distribution of initiatives is there in Human Resource Management.
- 6.In Personnel Management, the basis of job design is the division of work while, in the case of Human Resource Management, employees are divided into groups or teams for performing any task.
- 7.In PM, the negotiations are based on collective bargaining with the union leader. Conversely, in HRM, there is no need for collective bargaining as individual contracts exist with each employee.
- 8.In PM, the pay is based on job evaluation. Unlike HRM, where the basis of pay is performance evaluation.
- 9.Personnel management primarily focuses on ordinary activities, such as employee hiring, remunerating, training, and harmony. On the contrary, human resource management focuses on treating employees as valued assets, which are to be valued, used and preserved.