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Human Resource Management (HRM)

part 1

Lesson plan

- 01. Overview of Human Resource Management**
- 02. Evolution and Concept of Human Resource Management**
- 03. Importance of Human Resource Management in Organizations**
- 04. Objectives of Human Resource Management**
- 05. Core Functions of Human Resource Management**

1- Overview of Human Resource Management

Human Resource Management (HRM) is a strategic and systematic approach to managing people within an organization. It focuses on recruiting, developing, motivating, and retaining employees to achieve organizational objectives efficiently and ethically. In modern organizations, HRM is no longer limited to administrative tasks; it plays a strategic role in shaping organizational culture, improving performance, and supporting long-term sustainability.

2- Evolution and Concept of Human Resource Management

The concept of Human Resource Management has evolved significantly over time. Initially, personnel management focused mainly on employee welfare and administrative duties such as payroll and record keeping. With industrialization and increased competition, organizations recognized the need to manage human capital more effectively.

HRM emerged as a broader and more strategic concept, emphasizing employee development, performance management, and alignment between human resources and organizational goals. Today, HRM views employees as valuable assets whose knowledge, skills, and attitudes contribute directly to organizational success.

3- Importance of Human Resource Management in Organizations

Human Resource Management is essential because people are the driving force behind all organizational activities. Effective HRM ensures that organizations have competent, motivated, and committed employees. It helps improve productivity, enhance employee satisfaction, reduce absenteeism and turnover, and foster positive workplace relationships.

Additionally, HRM plays a crucial role in managing organizational change, promoting diversity and inclusion, and ensuring compliance with labor laws and regulations. Without effective HRM, organizations may struggle to achieve efficiency and competitive advantage.

4- Objectives of Human Resource Management

The primary objectives of Human Resource Management include:

- A. Ensuring the effective utilization of human resources
- B. Attracting and retaining qualified employees
- C. Developing employee skills and competencies through training
- D. Maintaining high levels of employee motivation and morale
- E. Establishing fair compensation and performance appraisal systems
- F. Promoting ethical practices and legal compliance
- G. Supporting organizational growth and long-term success

These objectives highlight the balance HRM must maintain between organizational goals and employee needs.

5-Core Functions of Human Resource Management

Human Resource Management performs several interconnected functions:

1- Human Resource Planning

This involves forecasting future human resource needs and analyzing the current workforce to ensure the right number of employees with the right skills are available at the right time.

2- Recruitment and Selection

Recruitment focuses on attracting a pool of qualified candidates, while selection involves choosing the most suitable individuals based on job requirements and organizational fit.

3- Training and Development

Training improves employees' current job performance, while development focuses on preparing them for future roles. Continuous learning is essential in a rapidly changing business environment.

4-Performance Management

Performance appraisal systems are used to evaluate employee performance, provide feedback, identify strengths and weaknesses, and link performance to rewards and development opportunities.

5- Compensation and Benefits

This function ensures that employees are fairly rewarded through wages, salaries, incentives, and benefits, which helps motivate employees and retain talent.

6- Employee Relations

HRM aims to maintain harmonious relationships between employees and management by addressing grievances, encouraging communication, and promoting a positive work environment.