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Human Resource Management (HRM)

part 2

Lesson plan

6- Strategic Human Resource Management

7- Role of HRM in Employee Development and Motivation

8- Legal and Ethical Aspects of Human Resource Management

9- Contemporary Challenges in Human Resource Management

10- Conclusion

6- Strategic Human Resource Management

Strategic Human Resource Management (SHRM) focuses on aligning HR policies and practices with the overall business strategy. It ensures that human resource decisions support organizational objectives such as growth, innovation, and competitiveness.

SHRM involves workforce planning, leadership development, talent management, and succession planning. By integrating HRM into strategic planning, organizations can respond effectively to internal and external challenges.

7- Role of HRM in Employee Development and Motivation

Employee development and motivation are central to HRM. Through training programs, career planning, and performance feedback, HRM helps employees enhance their capabilities and achieve personal growth.

Motivation is achieved through fair compensation, recognition, opportunities for advancement, and a supportive work environment. Motivated employees are more productive, committed, and willing to contribute to organizational success.

8- Legal and Ethical Aspects of Human Resource Management

HRM must operate within the framework of labor laws and ethical standards. This includes compliance with laws related to employment contracts, workplace safety, equal employment opportunity, and employee rights.

Ethical HRM practices promote fairness, transparency, confidentiality, and respect for employees. Ethical behavior strengthens organizational reputation and builds trust between employees and management.

9- Contemporary Challenges in Human Resource Management

Modern HRM faces numerous challenges such as globalization, technological advancements, remote work, workforce diversity, employee engagement, and talent retention. Rapid changes in technology require continuous upskilling, while globalization demands cross-cultural management skills.

HR professionals must also address issues related to work-life balance, mental well-being, and changing employee expectations in the modern workplace.

10-Conclusion

Human Resource Management is a critical function that significantly influences organizational performance and sustainability. By effectively managing people, HRM helps organizations achieve their strategic objectives while ensuring employee satisfaction, development, and well-being. In today's competitive and dynamic environment, professional and strategic HRM practices are essential for long-term organizational success.

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