

WHITE PAPER

HRM

Human Resource Management

Recruitment of right person;
at right time & recruitment system.



Global
Standards

Success through management excellence



Global Standards is happy to guide about Human Resource Management - HRM in a way that can easily be understood. The need of human resource management is much obvious where organizations require stable working conditions and productivity through selecting right person for the right job at right time.

HRM is helpful to achieve above identified goals with its smartness of strategic direction.

Human Resource Management is the key part of any successful organization but those are not successful remain unstable by not implementing the true HRM strategies with controlled authorities to human resource management.

The need of HRM is not surprising from the time of professional era for any organization that willing to see its own vision of success through internal competence of workers and employee.

That's why the key factors of HRM have to be adopted to sustain the organizational environment and to control the intrinsic and extrinsic requirements of workers.

- Recruitment
- Training and Awareness
- Time management
- Remuneration
- Disciplinary actions
- Labour Laws
- Appraisal & Benefits
- Managing Persons in Organization
- Discrimination

HR is responsible for employee experience during the entire employment life-cycle. It is first charged with attracting the right employees through employer branding. It then must select the right employees through the recruitment process. HR then on board new hires and oversees their training and development during their tenure with the organization. HR assesses talent through use of performance appraisals and then rewards them accordingly.

At the macro-level, HR is in charge of overseeing organizational leadership and culture. HR also ensures compliance with employment and labor laws, which differ by geography, and often oversees health, safety, and security. In circumstances where employees desire and are legally authorized to hold a collective bargaining agreement, HR will typically also serve as the company's primary liaison with the employees' representatives

BENEFITS OF HRM STANDARD


- Maintain collaboration and willingness of people
- Encourages employee
- Treats people individually
- Appraisal of workers
- Enables long-term communication
- Creates equal chance for opportunity
- Gives employee the good feeling of democratic leadership
- Employs right people for the necessities of business projects and achievements
- Encourages employee to do teamwork rather than kind of robots that only follow rules
- Maintains work life balance of employees using flexibility
- Eliminates procrastination and monotony
- Increases productivity and creativity by decentralizing company structure.

Global Standards appreciates the willingness for the adoption of HRM in organizations to implement the realistic requirements and necessities of HRM.



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