

# HUMAN RESOURCE IN ACHIEVING THE OBJECTIVES OF ORGANISATION

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## Abstract:

The present study relate to the importance of human resource. Human resources plays a prominent role in the development of modern economics. Along with the exploitation of natural resources, availability of physical and financial resources play a crucial role, none of these factors is more important than the man power. All development comes from the human mind.

## Keywords:

Components  
Functions  
Human resource in management  
Systems approach to HR  
HRM policies  
Organizational design

## Introduction:

The term human resource refers that management can get and use the skill knowledge, ability etc., through the development of skills, utilizing them again and again by developing a positive attitude among the employees. Functions of HR deals with managerial functions and operative functions. Managerial functions involves planning organizing directing and controlling. Operative functions includes employment, development, compensation and relations. The human resource also

explains systems approach like recruitment, development, social security measures, industrial relations etc., HRM policies formulated on the basis of past existing practices, attitudes, philosophies, knowledge etc., HR also deal with organizational design consisting of Line and Staff relationships organizations are formed to satisfy objectives that can best be met collectively.

## Concept of technology:

There are various concepts of methodology. One is getting people who can make an organization, enabling those people to acquire capabilities, finally motivating them to contribute the resources continuously.

## TYPE OF METHODOLOGY OF HUMAN RESOURCE IN MANAGEMENT:

**1. Positive Attitude:** The institution having the employees with positive attitude have become leaders. So, it is said that right attitude improves right aptitude.

- 2. Treat the employees as human beings:** A manager should follow personal policy but should follow human resources policy.
- 3. Human relations:** It is the process of interaction among human beings, integrating people into work situations and motivate them to work together cooperatively productively with economic, psychological and social satisfaction. It mainly involves understanding, motivating and boosting employees morale.
- 4. Industrial relations:** It deals with collective bargaining, trade unionism Indian labour market workers participation in management etc.,
- 5. Social System:** HR is a developed human relations, moulding and developing the human behaviour and attitude towards the job and organizational requirements.
- 6. Challenging task:** Another method of HR is that a manager faces some challenging tasks in attaining the employee, organizational objectives. HR manager should equip himself with good knowledge of disciplines namely economics, commerce, sociology, psychology, technology, law etc.,
- 7. Social significance:** HR maintains social significance by maintaining a balance between the jobs available and the job seekers providing suitable

employment, making maximum utilization of resources, eliminating waste, helping people make their own decisions that are in their interests.

- 8. Professional significance:** Creating healthy atmosphere by providing and maintaining dignity, healthy relations between workers improving work skills, correcting the errors of wrong postings and wrong allocation of work.

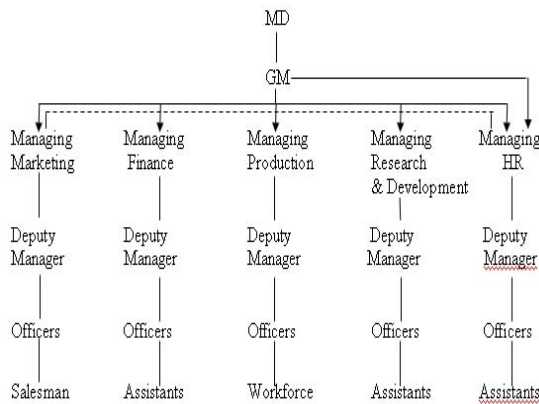
#### **Objective of HR:**

- Effective utilization of HR in achievement of organizational goals
- Create facilities for group or individual development
- Integration of individual and groups within the organization
- Main sound organization structure among members
- Motivate the work force for the achievement of management objectives

#### **Organisational structure of HR**

Organizational design deals with structural aspects of organization aims at analyzing role and relationships that are organized to achieve the objectives. Formal relationships are line and staff relationships, line relation exists between superior and subordinate line have authority responsibility. But staff manages analyze problems, collect information & take decisions quickly. They reduce the work load of line managers and makes the line to concentrate an important issues.

### Line and staff in organization



**Note:** \_\_\_\_\_ denotes line  
----- denotes staff

HR management is a line managers responsibilities but staff function. Attaining overall organizational goals is the responsibility of the general manager through HR. management of HR in different departments is the responsibility of the heads concerned. Thus every manager is a HR manager.

#### Suggestions:

The following suggestions are to be considered to improve the HR in management process:

- **Human Resource Planning:** It involves estimation of present and future requirements and supply human resources based on objectives action programmes etc.,
- **Recruitment:** It is the process of searching for prospective employees, including identification of existing

sources of applicants striking a balance between internal and external sources.

- **Selection:** It involves qualifications experiences, skill, knowledge etc.,
- **Placement:** It is the process of assigning the selected candidates with suitable job in terms of job requirements

#### Induction and Orientation:

This technique should be employed by which a new employee is rehabilitated in the changed surrounding and induced to the practices, policies, purposes and people of the organization.

#### Qualities of Good Human Resource Manager:

There are certain qualities which every good human resource manager should possess. They are:

- Positive attitude towards organization
- Having right attitude elevates your attitude
- Acquaint the employee with the company philosophy, career planning opportunity, company history and culture.
- Mould the employee attitude by orienting him to the new working and social environment.
- Developing suitable training programmes

- Designing social development programmes for promotions
- Using the services of specialists
- Advising line managers as matters relating to demotions.
- Providing adequate, equitable and fair remuneration to the employees.
- Fringe benefits should be provided like disablement, facilities, education facilities, canteen facilities, conveyance, credit facilities, legal medical maternity etc.,
- Understanding and applying the models of perception, personality, learning intra and inter-personal relations
- Developing communication skills
- Developing leadership skills

### **Conclusions:**

A good human resource manager must be a counselor, a mediator, spokesman, a problem solver and an agent. He has to perform various roles like welfare role and clerical role. Good Human resource manager should be initiative, depth of perception, maturity in judgement and analytical ability. Freedom from bias thorough with labour laws. Understanding of human behaviour. A good HR manager must be familiar with human needs, wants, hopes and desires, values, aspirations without which adequate motivation is impossible. Hence the above

suggestions will make a good human resource manager in achieving the objectives of the organization successfully.

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