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Role of Human Resource Management in Targeting Organizational Goal

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Introduction

The practice of HRM must be viewed as a consolidated effort of achieving overall strategic goals for the organization instead of a standalone activity. This can be explained with help of example. In case of training of the employees it won't be proper to just carry out the training activity as standalone activity. Instead it should be viewed as a part of overall business strategy of the firm.

Thus, the practice of HRM needs to be integrated with the overall strategy to ensure effective use of people and provide better returns to the organizations and to get the best performance from the employees. The Human Resource policy must be designed in such a fashion so that premium importance is given to the main organizational objective. Human Resource activities although are undoubtedly important it cannot be seen as a separate and individual activity. Its success to a large extent depends its alignment and integration with the business strategies of the organization

The principle question arises that why at all the Human Resource practices should be studied and why so much investment of monetary and human resources is made in the organization? It is necessary to study the objectives of Human Resource Practices so as to understand the importance of Human Resource Practices for the organization.

The principal objectives of HRM may be enumerated as follows:

Achievement of Goals: HR department like other departments in an organization exists to achieve the goals of the organization. The premium importance for any department including Human Resource Department is the achievement of organization goal. The organization may of whatever nature, the premium objective of HR department is contribution to attaining the overall organizational goals.

Efficient use of work force: The primary purpose of HRM is to make efficient use of workforce to implement business strategies to the ultimate benefit of the organization, customers, Stockholders and employees.

To provide the organization with well trained and well motivated employees: HRM requires that employees are motivated and trained so that they willingly put on their maximum efforts for achievement of organizational goals.

Evaluation of performance: The performance of the employees is evaluated properly for results and that they be remunerated on the basis of their contributions to the organizations.

Job satisfaction and developing and maintaining quality of work life: The HRM aims to provide utmost job satisfaction to the employees. It also strives to make employment in the organization a desirable, personal and social situation. The basic motive behind it is through improvement in the quality of work life it is difficult to improve organizational performance.

To make organization socially responsive: HRM tends to ensure that human resources are managed in ethically and socially responsible manner. This is done by complying with legal and ethical standards which vary in each business environment.

Human Resources have always been one of the important and crucial factor for organizational success. With advent of new technologies and expansion of scope of activities of the business organisation their strategic importance is growing. An organization's success increasingly depends on the knowledge skills and abilities (KSAs) of employees particularly

as they help establish a set of core competencies that distinguish an organization from its competitors. The role of HRM here comes in picture. HRM is now not just a administration task. The conceptual nature of this faculty is expanding day by day. With appropriate HR policies and practices an organization can hire best human resources to realize its professional goals and to outperform other competitors in the industry.

Human resources management helps an organization and its people to realize their respective goals thus:

- 1) Attracting Talent:** Good human resource practices can help in attracting and retaining the best people in the organization.
- 2) Training employees for dynamic roles:** It helps in training people for dynamic roles, developing right attitudes towards the job promoting team spirit among employees and developing loyalty and commitment through appropriate reward schemes.
- 3) Team work:** it promotes team work and team spirit among employees.
- 4) Providing growth opportunities to growth of the deserving employees:** It offers excellent growth opportunities to people who have the potential to rise.
- 5) Creating good employment opportunities:** Employment opportunities are created with proper planning.
- 6) Best utilization of Human Resources for benefit of the company:** Companies that pay and treat people well always race ahead of others and deliver excellent results.

From the above objectives it can be ascertained that –

- The main object of the organization is to attain advantage over its rivals and to maximize the profitability.
- In view to attain this object it is necessary to have a good workforce in the organization.
- The function of HR dept is to align the HRM practices with business goals and take all steps necessary for attainment of these goals.

The scope of HRM is extensive and far-reaching. Some Scholars have summarized it under following heads:

- **HRM in Personnel Management:** This includes manpower management that involves manpower planning, hiring (recruitment and selection), training and

development, induction and orientation, compensations and retrenchment. This aspect is more of administrative in nature. The overall objective here is to ascertain individual growth, development and effectiveness which indirectly contribute to organizational development. It also includes performance appraisal, developing new skills, disbursement of wages, incentives, allowances, traveling policies and procedures and other related courses of actions.

- **HRM in Employee Welfare:** This particular aspect of HRM deals with working conditions and amenities at workplace. Providing proper work environment, social security measures, Implementation of social security schemes. This includes a wide array of responsibilities and services such as safety services, health services, welfare funds, social security and medical services. It also covers appointment of safety officers, making the environment worth working, eliminating workplace hazards, support by top management, job safety, safeguarding machinery, cleanliness, proper ventilation and lighting, sanitation, medical care, sickness benefits, employment injury benefits, personal injury benefits, maternity benefits, unemployment benefits and family benefits.

It includes, employee counseling, establishing education and training. Employee welfare is about determining employees' real needs and fulfilling them with active participation of both management and employees. In addition to this, it also takes care of canteen facilities, crèches, rest and lunch rooms, housing, transport, medical assistance, education, health and safety, recreation facilities, etc. behavior and maintaining work relations, collective bargaining and settlement of disputes. It is two dimensional process consisting of safeguarding the interest of employees on one hand and maintaining and continuing the operations on other.

HRM in Industrial Relations: It includes addressing their grievances and settling the disputes effectively in order to maintain peace and harmony in the organization. It requires interaction with employees and trade unions. It is understanding the employer-employee relations, solving problems, disciplinary actions, understanding human.

Concluding Remark

The effective, optimum use of financial and material resources & is possible only when an organization has able personnel. The organization needs employees with certain qualities and skill set. The ability of employees to learn and work flexibly, differentiate them from the other resources of the organization. HR strategic activities support the achievement of the organization's goals and values and involve the development and implementation of forward-looking HR strategies that are integrated with one another and aligned to business objectives. (Armstrong)

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