

PREFACE

In today scenario, the concept of Human Resource which was primarily responsible for the administrative function has been replaced by “Human Capital Management” concept. The HR has widened its horizon and has conveyed in the idea of becoming a “business partner”. Many organizations are struggling to change the HR processes and technologies. New thinking and a new vision and mission are required to achieve business success. All competitive business factors have become commoditized and talent is the ultimate driving factor for business success. The communities of the HR professionals are looking forward to “Talent Acquisition & Retention”. Talent acquisition is being viewed as selecting and nurturing the talent. The best talent within an organization should be made insular to the external world so that the loyalty or productive employee is ensured on a continuous basis to an organization.

The strategic human resource initiatives needed by the organization can help the organization realize the institutional talent goals and help to contribute to the higher performance and build future institutional capacity. The job profile of a Human Resource Manager has undergone a drastic change in the past couple of years. New and ever-changing challenges notwithstanding, human resource management continues to be crucial for the success of a firm in the 21st Century.

The HRM book is a comprehensive HR handbook which deals with strategic approach to HRM, focusing on the three-way linkage between strategy, people and performance. The book examines important new areas of HR practice in depth, such as managing workplace relations in recent legislative changes, transformational outsourcing, job stress, coaching and mentoring, work-life balance issues, motivation and retention and evaluating the contribution of the HR function to overall enterprise effectiveness.

The book presents the fundamentals of Human Resource Management in a simple, lucid and easily understandable style. It provides a comprehensive coverage to a vast, growing discipline well supported by a wealth of research data collected from multifarious sources. A notable feature of the book is that it gives extensive coverage to HRD topics. The book contains a number of informative tables, summary boxes and useful diagrams. It is also liberally sprinkled with current examples and illustrations designed to convey the information in an uncomplicated manner.

Each chapter highlights changes in HR in the recent times and addresses key challenges for effective management of people: managing for creativity and innovation; attracting and retaining talent and managing for sustainability and identifying new directions for HRM.

For instructors, the text includes numerous pedagogical features such as extensively updated case study material that provides a sound basis for teaching and for students, it successfully reinforces the link between theory, practice and critical thinking and current examples relevant from the present industry.

I have made a humble attempt to address the latest issues in this book relying on research and drawing my experience from the various management development programmers and consultancy assignments for various organizations. This book will be useful for students of management, managers, administrators.

The book aims to focus on one of the most important assets in organizations the people.

It is my sincere hope that you will find this book comprehensive, simple and easy to follow and as a useful tool to support your studies.

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