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# HUMAN RESOURCE MANAGEMENT

Dr. Shobha Agrawal

# **Human Resource Management**

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## *Preface*

The field of Human Resource Management (HRM) has evolved significantly from its traditional roles in personnel administration to becoming a critical driver of organisational success. “Human Resource Management” presents a comprehensive exploration of HRM’s fundamental principles, strategies, and modern advancements, providing readers with a robust foundation in managing people within organisations. Designed for both students and practitioners, this book addresses the complexities of HR functions in today’s dynamic business environment.

Beginning with an **Introduction to Human Resource Management**, the book examines the essentials of HR, outlining its history, core functions, and importance in achieving organisational goals. Moving into **Strategic Human Resource Management (SHRM)**, we delve into how HR practices can be aligned with business strategies to foster competitive advantage and long-term success.

Chapters on **Workforce Planning and Recruitment** and **Employee Selection and Onboarding** cover the processes involved in attracting, assessing, and integrating talent effectively into the workforce. Through practical insights and frameworks, readers learn how to build a strong foundation for employee success from day one.

**Training and Development** and **Performance Management and Appraisal** focus on empowering and assessing employees to ensure continual growth and alignment with organizational objectives. These chapters address how

development opportunities and performance feedback play crucial roles in maximizing individual and team contributions.

The **Compensation and Benefits** chapter sheds light on designing fair and motivating compensation structures, essential for retaining top talent. **Employee Relations and Conflict Management** then addresses maintaining a healthy, productive work environment by understanding employee needs, fostering communication, and managing conflicts constructively.

In **Legal Aspects of Human Resource Management**, readers are introduced to the regulatory frameworks and ethical considerations governing HR practices, which are essential for compliance and fostering trust within organizations.

Finally, **Future Trends in HR: Technology, Diversity, and Globalization** explores the shifting landscape of HRM, with a focus on emerging technologies, the growing emphasis on diversity, and the increasing impact of globalization. This chapter serves as a guide to adapting HR strategies to future challenges and opportunities.

“Human Resource Management” provides an in-depth guide for anyone looking to understand and excel in the field of HRM. Through its structured approach and forward-looking perspective, this book equips readers with the knowledge and skills to drive organizational success while navigating the evolving demands of the workforce and business landscape.

**Dr. Shobha Agrawal**

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Dr. Shobha Agrawal serves as an Assistant professor in department of Commerce and HOD of Management Department at Agrasen Mahavidyalaya Raipur, Chhattisgarh, where she enriches the academic community with her extensive knowledge and experience. She did her M.Com, M. Phil, and Ph.D. from Pandit Ravishankar Shukla University Raipur, Chhattisgarh. She has a teaching experience of sixteen years in graduate and post graduate classes. She is a research guide and at present three scholars are doing Ph.D. under her guidance. Her research is well regarded with numerous publications in Scopus-indexed Journal and prestigious National and International journals of advanced research. Additionally she has written book chapter and Books. She has attended and presented papers in various National and International seminar, workshop, conference and FDP. With teaching and research experience she had started a Research Journal Shodh Samagam and Amoghvarta and acted as a chief editor for initiating new researchers for a good research and conducting various research oriented activities.

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