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# HUMAN RESOURCES MANAGEMENT: OBJECTIVES, FUNCTIONS, AND CHALLENGES

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**ABSTRACT**

*Human Resource Management (HRM) has become a pivotal factor in the success or failure of any organization. In the past, its role was largely limited to routine administrative tasks. However, with the evolution of the concept, HRM now plays a strategic role by anticipating the organization's human resource needs. It actively seeks to attract top talent and works diligently to retain it. Despite the significant advancements HRM has experienced, it still faces numerous challenges.*

*This study aims to provide an overview of human resource management, its objectives, functions, and the key challenges it encounters.*

**KEYWORDS—** *Human Resources Management , Objectives , Functions, Challenges, Human capital .*

## INTRODUCTION

Human Resource Management (HRM) is considered a crucial field of study, attracting significant attention from researchers due to its connection with the most important asset of any organization: . Employees play a central role in achieving competitive advantage and ensuring organizational survival and continuity.

HRM oversees all policies and programs related to staff, including planning, organizing, directing, and controlling, among other functions, with the ultimate goal of optimizing the use of human capital.

### 1. Definition Of HRM

According to Flippo, Human Resources Management can be defined as " The planning, organizing, and controlling of the procurement, development, compensation, integration, maintenance and reproduction of human resources to the end that individual, organizational and societal objectives are accomplished " (A.Chandramohan (2008),p4)

**Human resource Management** : is the process of hiring, developing, motivating, and evaluating employees to achieve organizational goals.

### 2.Objectives Of HRM

Human Resource Management aims to achieve a set of objectives, including:

**Organizational Objectives**

- Building a competent workforce that is prepared to face various challenges.
- Enhancing performance and increasing the organization's productivity.
- Ensuring employee safety and creating a safe work environment by establishing occupational safety standards.
- Satisfying employees' psychological and social needs in order to promote stability, motivation, and organizational commitment.

**Functional Objectives**

- Recruiting and selecting suitable individuals who align with the organization's values and institutional objectives.
- Reducing workplace accidents and occupational risks.
- Identifying training and development needs.
- Implementing strategic workforce planning to determine future human resource requirements in terms of both quantity and quality. (Anbuoli.P (2016).p10)

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## 3.FUNCTIONS OF HUMAN RESOURCE MANAGEMENT

The main functions of human resource management are classified into two categories: Managerial Functions and Operative Functions:

**A. Managerial Functions**

**Planning**

human Resource Management develops policies and programs to identify the organization's workforce needs and ensure their availability at the appropriate time and with the required level of competence. ( Tyagi Ajay (2017).p4)

**Organising**

through coordination among the various employees within the organization and by clearly defining the responsibilities, duties, and tasks required of each individual, every employee performs their assigned role effectively. This, in turn, ensures alignment and harmony, prevents overlap in authorities, and avoids conflicts of interest. ( J.P Mahajan (2015). P7)

**Directing**

the human resources manager guides and motivates the organization's employees to achieve the required goals.

**Controlling**

ensuring the implementation of occupational safety standards, assessing the extent to which these standards align with the established objectives, and taking corrective actions when necessary.

**B. Operative Functions:** below are some of the operational functions of the human resources management

**Attract And Recruitment Human Resources :** recruitment can be internal or external, depending on the organization's needs.

**Employee Training And Development:** after identifying training needs, employees are directed to training courses to improve efficiency and meet future challenges ,the training can be internal or external.

**Compensation Management :** compensation varies depending on: ( the nature of job, skills required, risk involved, nature of working conditions…).

**Management Of Occupational Health and Safety in the Workplace** : the human resources department prioritizes the development and effective implementation of workplace health and safety standards to proactively prevent occupational accidents

**Personnel Planning And Evaluation:** Under this system different type of activities are evaluated such as : ( evaluation of performance, job satisfaction…).

**4.Challenges Facing Human Resources Management :**

Human resources management faces many challenges such as :

**Increasing Size of Workforce**

an increasing workforce may lead to new problems and challenges, as employees have become more aware of their rights , and Job interviews may become more difficult due to the large number of candidates possessing similar qualifications and competencies, making the selection process more challenging.

**Technological Advances**

With the changes coming in the wake of advanced technology, new jobs are created and many old jobs become redundant. many employees being replaced by machines and robots.

**Changes In Legal Environment**:

In recent years, labor laws have undergone rapid changes, requiring human resources management to have a comprehensive understanding of the new laws in order to keep pace with the changes and avoid penalties.

**Changing Psychosocial**

The new generations of employees will be more difficult to motivate.

**Employee Resistance to Change**

Some employees resist change, even minor changes, viewing it as a threat that will lead to their dismissal. Therefore, human resources management must convince employees that change will be in their best interest, not against them.

## CONCLUSION

Human Resource Management (HRM) plays a crucial role in the economic development of any organization. It is responsible for developing employees by enhancing their productivity, skills, and motivation, which in turn contributes to achieving organizational goals. HRM can be seen as both an art and a science, focused on managing, developing, and retaining a competent workforce to meet organizational objectives while supporting individual employee growth. However, HRM faces various challenges that require strategic attention. To successfully address these challenges, organizations must invest wisely in their HR managers and specialists, providing them with the necessary resources, training, and support. Such investments enable HR professionals to overcome obstacles effectively and drive long-term organizational success.

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