

## Personnel Management vs Human Resource Management

| Dimension                               | PM   | HRM  |
|---|--|--|
| 1) Strategic nature                     | a short-term perspective rather than long-term perspective, strategic view of human resources. | long-term perspective, strategic view of human resources.  |
| 2) Job design                           | Based on division of labor   | Based on team work   |
| 3) Remuneration                         | "Pay by position"  | "Pay for contribution/ performance"  |
| 4) Training/development                 | Limited and usually restricted to training non-managerial employees. Narrowly job-related.     | A learning organization culture. Transformed into a learning and development philosophy transcending job-related training. |
| 5) Employee relations perspective       | Pluralist/collectivist; low trust  | Unitarist/ individualistic; high trust   |
| 6) Criteria for success of the function | Minimizing cost of human, treats humans as cost centre   | Increasing investment in HR, treats humans as profit centre  |
| 7) Focus of benefit                     | Organizational Benefit   | Mutual benefit (both organization and employee)  |
| 8) Flow of communication                | Indirect/Indirect  | Direct/ open   |
| 9) View towards employee                | Factor or inputs of production/ cost   | valuable resources/ Assets   |
| 10) Decision Making                     | Is done by top level management  | Participative and decentralized decision making  |
| 11) Management leadership role          | Transactional  | Transformational   |
| 12) Management task in relation to job  | Monitoring and Controlling   | Nurturing  |
| 13) Perception towards employee         | economic man   | economic, social and psychological man   |

# Student Resource Guide To Personnel Human Management

**RJ Alexander**

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In an era characterized by interconnectedness and an insatiable thirst for knowledge, the captivating potential of verbal expression has emerged as a formidable force. Its ability to evoke sentiments, stimulate introspection, and incite profound transformations is genuinely awe-inspiring. Within the pages of "**Student Resource Guide To Personnel Human Management**," a mesmerizing literary creation penned by a celebrated wordsmith, readers attempt an enlightening odyssey, unraveling the intricate significance of language and its enduring effect on our lives. In this appraisal, we shall explore the book's central themes, evaluate its distinctive writing style, and gauge its pervasive influence on the hearts and minds of its readership.

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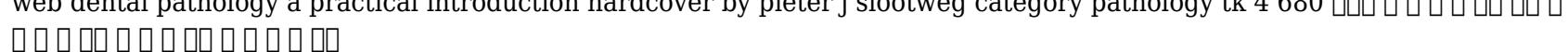
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