

Personnel Management vs Human Resource Management

Dimension	PM	HRM
1 Strategic nature	a short-term perspective rather than strategic.	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 organisation 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	Minimising 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/ restricted	Direct / open
9 View towards employee	factor or inputs of production/ cost	valuable resources/ Assets
10 Decision Making	It done by top level management	Participative and decentralized decision making.
11 Management leadership role	Transactional	Transformational
12 Management task in relation to hr	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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