

Human Resource

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The human resource ' was subsequently in use during 1910 to 1930's to promote the idea that human being was the object of worth, should promoted to realize human dignity.

In 1950 human resource subsequently come as the human resource management.

“John R Commons”, the first economist, who invent the term human resource in his book the distribution of wealth, published in 1893.

Elton mayo “The father of Human Resource management, contributed significantly that helped pave the way for Modern human relations Management methods.

As the 21st century has progressed, HR has only gotten India More important than ever, organization one facing a growing shortage of skilled workers & have more contingent workers.

Now a days , various universities in India & abroad H.R.M degree programmers , equip students to work in the complex world of H.R.M, so that student learns how , business works by studying business ethics, business laws, Finance leadership & Marketing , collective bargaining , companies policies.

As per the date of Bureau of labour statistics 73 % of hr practitioners at the management level one are females , compared against 43% in marketing & 27% in It sectors.

All though the numbers dwindle at the highest level of Hr, women still hold an employment edge when compared to their male counterparts.

HR requires knowledge of laws that affects your work place, at the federal, state & local levels, in addition to legal compliance, HR, covers the art of managing the business internally.

Govt. of any country must have concern to regulate and implement the rules & regulation to H.R. activities, for example, there are 3 areas of legal concern that Manager must comply with one (1) equal opportunity (2) affirmative. Action & (3) sexual harassment.

“The Americans with disability Act, also known as AOA is The Federal law that prohibits employment discrimination on the bans at persons disability. Likewise numerous laws have been enacted & implementing by the respective countries.

The impact of HR practices on HR management proved substantially larger than their impact of financial outcome. This is line with the view that employee articles are important element in the ‘black box’ between HRM and performance.