

Chapter 4

Human Resource Management



Definition and Importance of HRM

Redefining "Human Capital"

The process of recruiting, selecting, packing, and developing personnel to be knowledgeable and capable to create sustainability for the organization.

- ⚠ People are the most important factor in driving strategy (Social Capital & Organization Assets).

HR Concept



HRM Scope 3 Periods



Before Operation

Planning manpower, recruiting and motivating knowledgeable personnel to participate in the event



While on duty

Maintain and improve the quality of life Motivate and loyalty to the organization.



After the work

Take care of them after retirement or resign so that they can live happily in society.

Human Resource Acquisition Process

1

Planning

Determine the framework and
estimate the number

2

Recruitment

Announcement of invitation
for candidates both inside and
outside

3

Selection

Knowledge Test, Psychology
and Interview

4

Orientation

Introduction to culture and
work systems

Maintenance and discharge

Treatment and development

- Performance Evaluation
- Training Needs
- Compensation Management
- Health & Safety

Leaving a job

- Resignation
- Lay Off/Discharge
- Retirement
- Termination of contractual condition or death

Human Capital Management (HCM) Concept



Emphasis on high potential

Only those who have special talents and are enthusiastic about success are selected.



Wide range of skills

Develop into multi-skilled through coaching and knowledge management (KM).



Unique benefits

Cafeteria Benefits allows employees to choose their own type of benefits based on their budget.

Q&A

"The indicators of an organization's sustainable success lie in the quality of its people and management efficiency."

Thank you for listening. Do you have any more questions?



IMAGE SOURCES



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