

Features of HRM in the management system

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Abstract: In this paper, compliments of the concept of human resource management (HRM) and then the author of the definition of human resource management discussed. Also, the Necessary changes in the human resources management system and the importance of human resource management is reviewed and discussed. In this study, we examined the theory of human resource management of the English scientist R. Licarda too. According to this theory, the organization may use several methods of human resource management, some of the methods more effective, and some more effective solutions for individual tasks that are discussed.

[Diana Gandomfeshan. **Features of HRM in the management system.** *Life Sci J* 2017;14(6):31-33]. ISSN: 1097-8135 (Print) / ISSN: 2372-613X (Online). <http://www.lifesciencesite.com>. 5. doi:[10.7537/marslsj140617.05](https://doi.org/10.7537/marslsj140617.05).

Keywords: features of HRM, human resource management, motivation, management system.

1. Introduction

In the development of human resources contributed to the theory of scientific works of foreign scientists - economists like G. Becker, T. Schultz and others. As shown, for the first time studied human resources at the level of the micro economy, University of Chicago Professor G. Becker, conducted for research on human resource management, was awarded the Nobel Prize. In particular, Mr. Becker says that human resources include professional knowledge, work experience, professional competence, specific habits, and motivation and are able to develop resources and contribute to the development of other human resources, organization, and management of human resources, is a major factor, affecting sustainable economic growth organization.

The theoretical definition of the concept of human resource management; Scientists differently interpreted the concept of human resource management.

Thus, V.I. Goncharov allocates human resource management system, by which he understands a coherent set of objectives, targets and key actions, as well as various kinds, forms, methods and appropriate governance mechanisms to ensure the continuous growth of production efficiency, productivity and quality of work.

According to H.T. Graham and R. Bennett human resource management is a complex system that includes interrelated and interdependent subsystems creation, use and development of human resources.

Iranian scientist M. B. Gorji defined the concept of human resource management as an influence on the career of people, that is, through the organization reach its goals of human resources.

According to scientists - economists M. A. Haghghi, Rahimi B. Borhani, and others human

resource management is to meet the human resources needs and the rational use of all available resources to achieve the organization's objectives.

Based on the above, if we define the notion of human resource management as an important element of economic development, then we can say with certainty that human resource management is the definition of science aimed at the management and control of human resources activities in order to achieve certain goals of organizations and enterprises.

American scientists - economists Metis and R. Jackson identified the main changes needed by the human resources management system from a strategic point of view, which are presented in Figure 1.

In the current environment of economic development, the rapid growth of new technologies as well as the tightening of the conditions of competition, organizations to ensure their competitiveness in the market need for highly skilled professionals to meet the modern requirements of the labor market.

In order to achieve the organization's goals is influenced by both internal and external factors. At the same time human resources are the main factor, they perform an important role in ensuring sustainable growth and development of the organization. On this basis, the leaders have a great responsibility in the effective discharge of their duties, the most important of which is the management of personnel. Indeed, human resource management, taking into account the impact of different human factors includes performing a number of tasks. Also, if you change the enhancement of human resources in an organization, change the system and methods of personnel management.

Human resource management has an important and positive role in achieving organizational effectiveness. English scientist - economist David

Olrish notes that human resources are not themselves determine how they perform their tasks, management of human resources managers determine which results

can provide human resources activities, or what specific benefits they can bring to the organization.

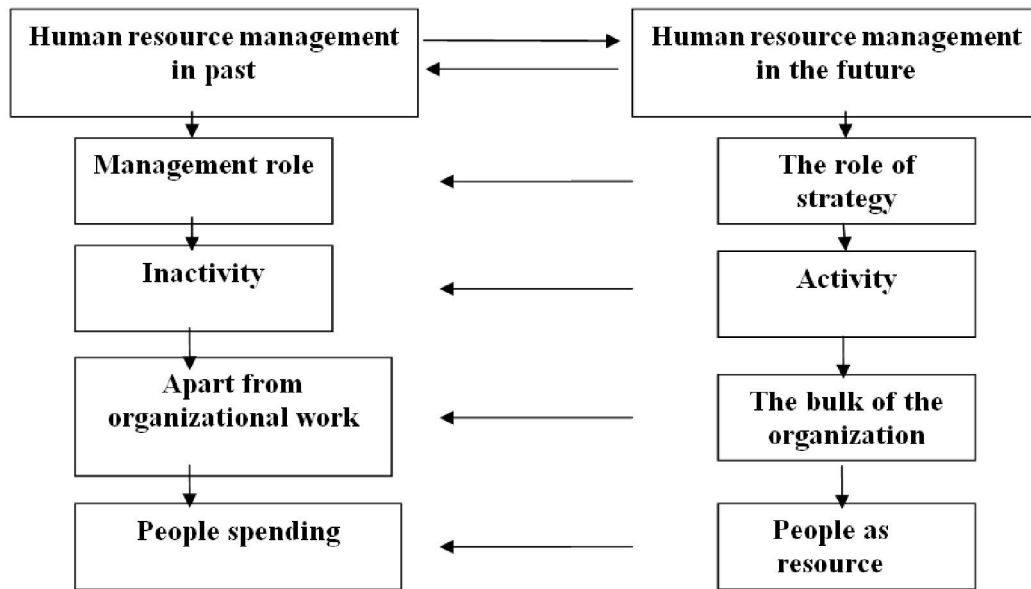


Figure 1. The Necessary changes in the human resources management system

In our view, given the above definition it is the most appropriate and suitable. In the current environment, to ensure their own competitiveness of the organization must engage in the work of relevant, qualified and competent personnel.

In this study, we examined the theory of human resource management of the English scientist R. Licarda. According to this theory, the organization may use several methods of human resource management, some of the methods more effective,

and some more effective solutions for individual tasks. R. Licarda identified four human resource management system of the organization. R. Licarda suggests that four systems are interconnected with each other, which include factors such as motivation, responsibility, consistency in the actions, operations efficiency, as well as stimulating the employment of human resources. Characteristic features of the system R. Licarda shown in Table 1.

Table number 1. Features of management of human resources management systems Licarda

Indicators	system 1 The level of use	system 2 The level of understanding	system 3 Organization of interviews	system 4 Organization of interaction
Motivation	Fear and Punishment	Stimulation of labor	Moral and material support	Interference in the relationship
Mutual relations	Very low and low	Few low	Relatively more and at the secondary level	Very much and at the highest level
A responsibility	On the highest level	On the highest level	Getting information from employees	All employees are responsible
Efficiency	Average level	Compliant	On a good level	At a high level
Absence from work	Lots of	Sometimes	Average	Very little

Analyzing the table 1.1., you can see that the system includes four factors, including motivation, responsibility, consistency in the actions, operations efficiency, as well as stimulating the employment of human resources.

In recent years, there have been a number of negative trends in the formation of human resources in the face of rapid development of new technologies. A significant reduction in the natural growth of the population due to declining fertility and increasing

mortality, and unfavorable dynamics of the age and sex structure of the population, the increase in population and economic burden on the working-age population, unsustainable migration flows and distribution of the population, low level of social development and living standards.

However, in recent years significantly improved qualitative characteristics of human resources: significantly increased the educational potential of the working population, the share of higher levels of education in the educational structure.

2-Conclusions

Methods of human resource management include methods of influence on the teams and individual employees for the purpose of coordinating their activities in the process of organizing the operation. Science and practice have developed three groups of human resource management; it is the administrative, economic and socio-psychological.

Administrative human resource management practices are based on power, discipline and penalties. Economical human resource management practices are based on the correct use of the economic laws and exposure methods. Socio-psychological human resources management practices are based on the motivation and morale effects on humans and are known as "persuasion".

Administrative methods are focused on such motives as realized necessity of labor discipline, sense of duty, the human desire to work in a particular organization, the culture of work.

Economical human resource management practices, include elements of the economic mechanism through which ensured the progressive development of the organization. The major economic human resource management method, a feasibility plan, which combines all economic human resource management practices.

Socio-psychological human resources management methods based on the use of social management mechanism, such as a system of relations

in collective, social needs and more.

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6/11/2017