HUMAN RESOURCE MANAGEMENT

Introduction to Business
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Outline

- Human Resource Management
- Human Resource Planning
- Human Resource Management Process
- Compensation and Benefits
- Termination of Employment

Human Resource Management

- Human resource management (HRM) is the functional area of an organization that is responsible for all aspects of hiring and supporting employees (eg: recruitment, hiring, training, promotion, retension, and support of employees)

- We need HRM because HRM is the effective use of human resources in order to enhance organizational performance

- Human resource planning is the process of anticipating and carrying out the movement of people, into, within, and out of the organization

- Human resource planning is done to achieve the optimum use of human resources and to have the correct number and thypes of employees needed to meet organizational goals

Human Resource Process

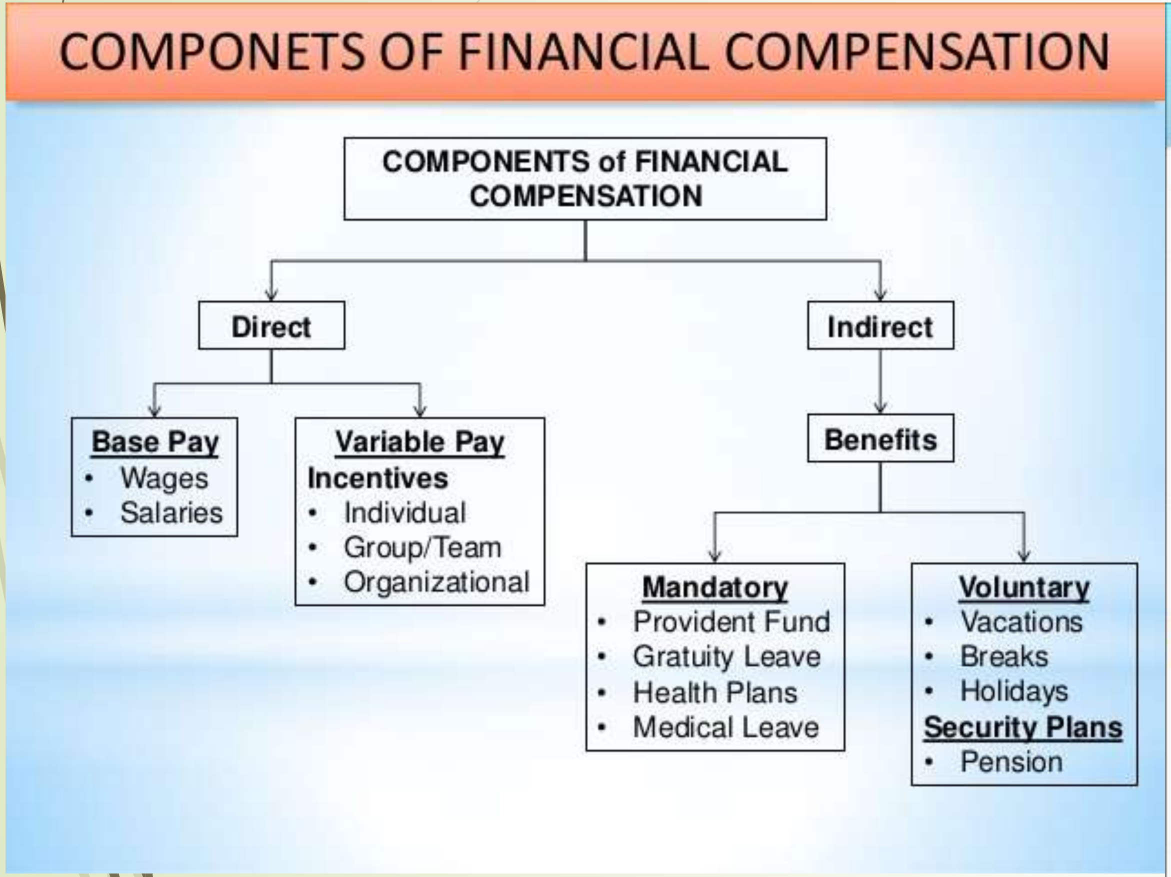
Human resource planning	To arrange the company’s needs and human resources utilization
Personnel procurement	To seek and obtain human resources, eg: recruitment, selection, placement, and labor contract
Personnel Development	To develop human resources, eg: orientation program, education, and training
Personnel Maintenance	To maintain human resources, eg: incentive, health and labor insurance, and award
Personnel Utilization	To utilize and optimize human resource, eg: promotion, demotion, transfer, and separation

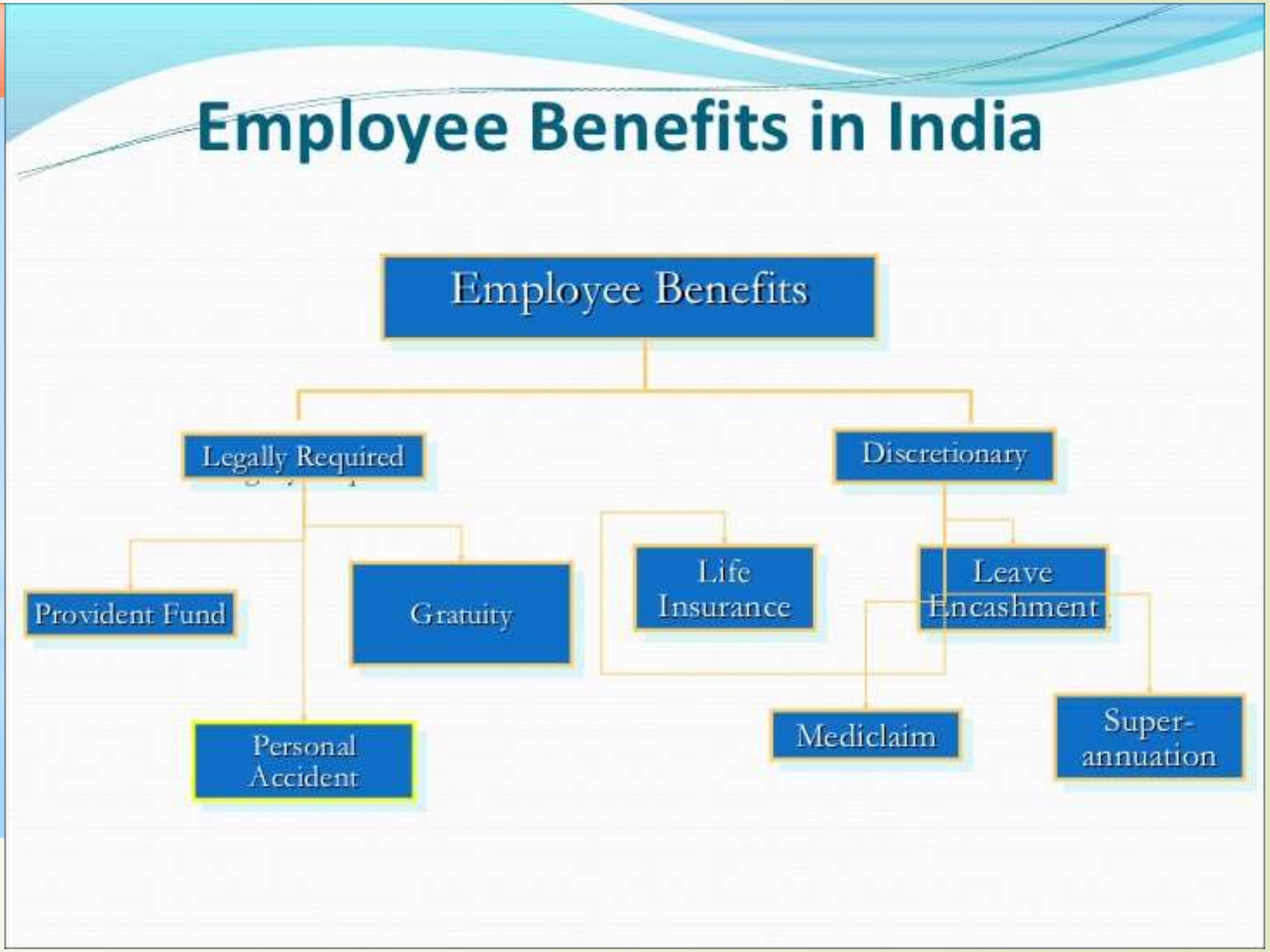
Compensation and Benefits

- Compensation is a systematic approach to providing monetary value to employees in exchange for works performed. It is a comprehensive term which includes pay, incentives, and benefits offered to the employees

- Benefits or fringe compensation is one of kinds of compensation that serve of a package of benefit programs and employee service programs with the intent of the principal to maintain the exixtence of employees as members of the organization in the long term

Compensation and Benefits…(2)





Termination of Employment

- Termination of employment is the termination of the employment relationship for a certain things that result in expiration of the rights and obligations between the workers and the company. This occurs because of resignation, dismissal by the company, or the contract runs out

- Layoff reasons:
  - The resignation of his own accord
  - The expiration of the employment relationship
  - Retirement age
  - The workers do the heavy glitch
  - The workers detained the authorities
  - The company suffered losses
  - Workers defaulters continuously
  - Workers died
  - Workers conduct violation
  - The owner of the company changed
  - Company's efficiency

Termination of Employment…(2)

- Severance pay
- Gratuity
- Money replacement right

THE RIGHTS OF WORKERS WHO RESIGNED

They will get severance pay that shall be regulated in working agreement, companies regulations, or the cooperation agreement

Human resources are the most valuable assets the world has. They are all needed desperately