

Topic 1 Strategic Human Resource Management (SHRM)

Learning Objectives

- Explain what is meant by human resource management (HRM)
- Understand different factors that contribute to an employee's motivation to work
- Describe what is meant by the concept of the psychological contract
- Contrast the hard and soft models of HRM
- Describe the HR manager's role
- Understand the HRM activities performed in organizations
- Explain the meaning of strategy
- Explain the meaning of strategic HRM (SHRM)
- Describe the process of strategic HRM What is Human Resource Management?
 - •“Human resource management (HRM) involves “managing people within the employer- employee relationship.
 - •It involves the productive use of people in achieving the organization's business objectives and the satisfaction of individual employee needs” Why people choose to work?
 - Economic Necessity (\$\$) Working to live and working to consume
 - 2.Moral Necessity: The Work Ethic What expectations do we have of our employers? • Fulfil their ‘legal obligations’ in relation

