

Module 1

Introduction to Human Resource Management

Lesson 1 : Understanding the role of HR in Organizations



Introduction

Human Resources (HR) plays a pivotal role in shaping the success and sustainability of organizations.



This academic lesson delves into;



The multifaceted
role/functions,



Challenges,



Strategic
contributions,

- of HR in organizations...

Role/functions of HR in Organizations

**Recruitment
and
Selection**

**Training and
Development**

**Compensation
and Benefit**

**Employee
Relations**

**Performance
Management**

Challenges faced by HR in Organizations

- **Adapting to Technological Changes**
- **Managing Diversity and Inclusion**
- **Compliance with Laws and Regulations**
- **Balancing Employee Advocacy and Organizational Objectives**



Strategic Contributions of HR

- Aligning HR with Business Strategy

- Talent Management

- Change Management

- Leadership Development

Future of HR

DIGITALIZATION



FOCUSING ON
EMPLOYEE EXPERIENCE



ADAPTING TO
CHANGING WORKFORCE
DEMOGRAPHICS



Lesson 2

Historical
and contemporary perspectives
of HR



Introduction

Human Resources (HR) management has undergone significant transformations over the years, influenced by historical developments, societal changes, and evolving organizational needs.

I. Historical Perspectives of HR



II. Evolution of HR in the Contemporary Era



III. Contemporary Perspectives of HR

A. Business Partner Model

B. Employee-Centric Approaches

C. Agile HR Practices

D. Ethical and Sustainable HR

Summary



The historical and contemporary perspectives of HR showcase its evolution from a primarily administrative function to a strategic partner in organizational success.

Understanding these perspectives is crucial for HR professionals and organizational leaders to navigate the complexities of the modern workplace.



Lesson 3:

HR's contribution to strategic planning and decision-making



Introduction

Human Resources (HR) has transcended its traditional administrative role and emerged as a strategic partner in organizations. HR's contribution to strategic planning and decision-making is critical for the alignment of human capital with organizational goals.

I. The Evolution of HR from Administration to Strategy

A.
**Administrative
Roots of HR**

B.
**Paradigm Shift:
HR as a Strategic
Partner**

II. HR's Role in Strategic Planning



A.

**Aligning HR with
Business
Objectives**



B.

**Workforce Planning
and Talent
Management**



C.

**Strategic
Recruitment and
Onboarding**

III. HR's Influence on Decision-Making

01.

Data-Driven
Decision-Making

02.

Employee
Engagement and
Productivity

03.

Change Management
and Organizational
Development

IV. Challenges and Considerations

“
A.
Balancing
Short-Term and
Long-Term Goals
”

“
B.
Adapting to
Technological
Changes
”

V. Case Studies: Successful HR Contributions to Strategy



**Strategic Talent
Management**



**Data-driven
decision making**

Summary



HR's contribution to strategic planning and decision-making is indispensable for organizations seeking sustainable success in a dynamic business environment. From aligning HR practices with business objectives to leveraging data for informed decision-making, HR plays a crucial role in shaping the future of organization

