

# INSTRUCTOR'S MANUAL



## CHAPTER

# 1

## An Overview of Human Resource Management

### Learning Outcomes

At the end of this chapter, students should be able to:

- 1 Explain the importance of human resource management;
- 2 Describe the growth of the human resource function from the mid-19th century until today;
- 3 Understand the impact of current social, business and economic changes on human resource management;
- 4 Describe the structure of the human resource management function in organizations;
- 5 Clarify the requirements for a career in human resource management;
- 6 List the functions within the scope of human resource management;
- 7 Explain the role and structure of the Ministry of Human Resources, and
- 8 State briefly the purpose of each of the most important labour laws.

### Key Teaching Points

#### 1.0 Introduction

Human resource management is the development and implementation of systems in an organization designed to attract, develop and retain a high-performing workforce.

Titles for human resource management specialists include:

- (i) Welfare manager;
- (ii) Personnel manager;
- (iii) Human resource manager, and
- (iv) Human capital manager.

#### 2.0 Growth of the human resource function from the 19th century until today

##### 2.1 The Industrial Revolution (1850s–1920s)

The human resource management function developed as a result of the industrial revolution which began in the United Kingdom and quickly spread to Europe and the United States of America.

##### 2.2 The Human Relations Approach (1930s–1950s)

By the 1930s, employers recognized that workers play a major role in the success of any business or enterprise.

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**M Carnoy**



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these nationally acclaimed officers and mounts are highly respected for crowd management techniques

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