HRM v/s Personnel Management

Basis of Difference	HRM	Personnel Management
Definition	HRM is a process of making the effective and efficient use of human resources so that set of goals are achieved.	PM primarily focuses on ordinary activities, such as employee hiring, recruitment, training & distributing the salary.
Respect for employees	Consider employee as important asset for the development of organization.	Consider employees as a labour and use them for the benefit of the organization.
Strategic nature	Long term	Short term
Job design	Based on team work	Based on division of labour
Training/Development	Learning organization culture, Transformed into a leader & Job related training	Limited
Focus of Benefit	Mutual benefit (Both organizational & employee)	Organizational Benefit
Flow of communication	Direct / Open	Indirect / Restricted
Decision making	Participative & decentralized decision making	Is done by only top level management

Difference Between Personnel Management Hrm

Y Pai

Difference Between Personnel Management Hrm:

The book delves into Difference Between Personnel Management Hrm. Difference Between Personnel Management Hrm is an essential topic that must be grasped by everyone, from students and scholars to the general public. This book will furnish comprehensive and in-depth insights into Difference Between Personnel Management Hrm, encompassing both the fundamentals and more intricate discussions.

1. The book is structured into several chapters, namely:

   - Chapter 1: Introduction to Difference Between Personnel Management Hrm
   - Chapter 2: Essential Elements of Difference Between Personnel Management Hrm
   - Chapter 3: Difference Between Personnel Management Hrm in Everyday Life
   - Chapter 4: Difference Between Personnel Management Hrm in Specific Contexts
   - Chapter 5: Conclusion

2. In chapter 1, this book will provide an overview of Difference Between Personnel Management Hrm. This chapter will explore what Difference Between Personnel Management Hrm is, why Difference Between Personnel Management Hrm is vital, and how to effectively learn about Difference Between Personnel Management Hrm.

3. In chapter 2, the author will delve into the foundational concepts of Difference Between Personnel Management Hrm. This chapter will elucidate the essential principles that must be understood to grasp Difference Between Personnel Management Hrm in its entirety.

4. In chapter 3, this book will examine the practical applications of Difference Between Personnel Management Hrm in daily life. The third chapter will showcase real-world examples of how Difference Between Personnel Management Hrm can be effectively utilized in everyday scenarios.

5. In chapter 4, this book will scrutinize the relevance of Difference Between Personnel Management Hrm in specific contexts. The fourth chapter will explore how Difference Between Personnel Management Hrm is applied in specialized fields, such as education, business, and technology.

6. In chapter 5, this book will draw a conclusion about Difference Between Personnel Management Hrm. The final chapter will summarize the key points that have been discussed throughout the book.
   The book is crafted in an easy-to-understand language and is complemented by engaging illustrations. It is highly recommended for anyone seeking to gain a comprehensive understanding of Difference Between Personnel Management Hrm.

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Difference Between Personnel Management Hrm Introduction

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