

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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Katrin Zwirgmaier



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