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Human resource management is defined as a system of activities and strategies that focus on successfully managing employees at all levels of an organization to achieve organizational goals (Byars & Rue, 2006). Employees are the human resources of an organization and its most valuable asset. To be successful, an organization must make

[CHAPTER What Is Human Resource Management? 1](#)

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According to French Wendell - "Human Resource Management is the recruitment, selection, development, utilisation of and accommodation to human resources by organisations.". The human resources of an organisation consist of all employees working at different levels in the organisation.

[Definition of Human Resource Management](#)

7. Reward systems management 115 8. Human resource development 127 9. Employee relations 143 10. Talent and competency based human resource management 163 11. International human resource management 179 12. Recruitment and performance appraisal in the public sector 189 13. Recruitment and retention of human resource for health 201 14.

[Fundamentals of human resource management](#)

Chapter 11 1 John M. Moore, "The Role Relocation Plays in Management Development," Personnel Administration (December 1982): 31-34. 2 Terry L. Leap and Michael D. Crino, Personnel and Human Resource Management (New York: Maxwell Macmillan International Editions, 1990), p. 309. 3 Gary Dessler, Human Resource Management (Delhi: Pearson Education, 2005), pp. 285-286.

[Chapter 11 - Human Resource Management \[Book\]](#)

Human resource management is the organizational function that manages all issues related to the people in an organization. That includes but is not limited to compensation, recruitment and hiring, performance management, organization development, safety, wellness, benefits, employee motivation, communication, policy administration, and training.