



Rajarambapu Institute of Technology

Department of Management Studies

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Knowledge Management and Human Resources

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INTRODUCTION

Human are in organization is the greatest asset, without them everyday business function is incomplete as only on the business but Human Resources Management also. Today organizations are continuously change and its impact effectiveness, human potential capabilities of time and talent must be managed Human Resource management works to ensure that employees are able to meet that organization's goals.

Human resource management is responsible for how people are treated in organizations. It is responsible for bringing people into the organization, helping them to perform their work, compensating them for their labors and solving problems that arise". (Kothari, P.M. & Joshi S.V., 2008:3)

There are seven management functions of a human resource. Human resource department that will be specifically addressed. staffing, performance appraisals, compensation and benefits training and development, employee and labor relations, safety and health and Human resource research.

What is HRM?

Human Resource (or Personnel) Management works for in the sense of getting things done through people. It is an essential part of every manager's responsibilities, but many organizations find it advantageous to maintain a specialist division to provide an expert service dedicated to ensure that the Human resource function is performed efficiently

"People are our most valuable asset" is a cliché which no member of any senior management team would disagree with yet the reality for many organizations is that their people remain, untouched. They are as follows.

- Under valued
- Under trained
- Under utilized
- Not fully motivated and consequently
- Perform well below their true capability

Some of change facing organizations has must absorb and manage to change at much faster rate than in the past. In order to implement a successful business strategy, it is necessary to face this challenge at organizational level or small, must ensure that they have right people of capable of delivering the strategy.

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