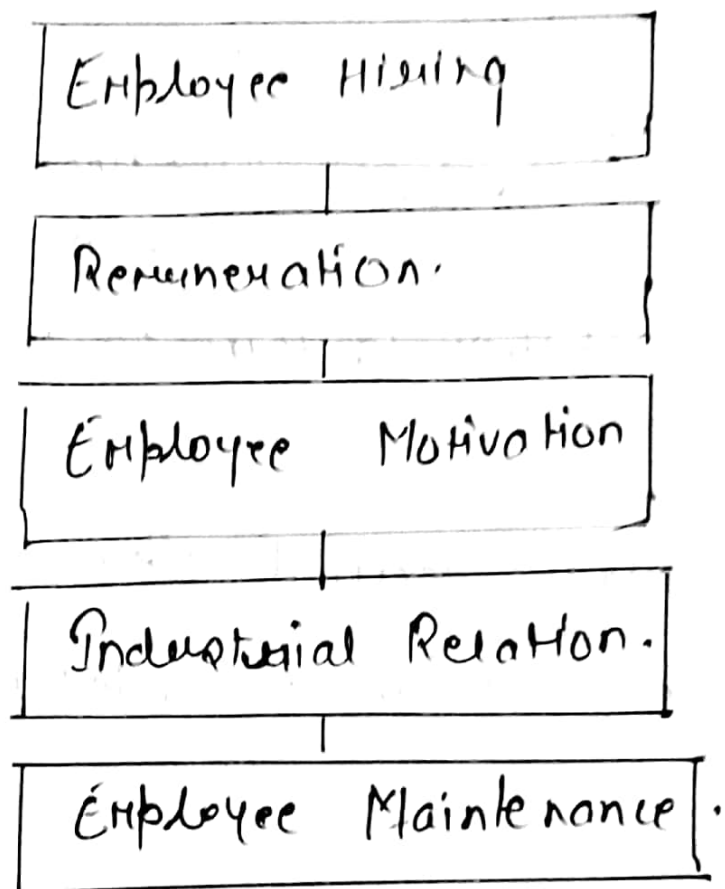


1 Human Resource Management ⇒ It is an strategic approach to the effective management of people in a company such that they help their business gain a competitive advantage. It is designed to maximize employee performance in service of an employer's strategic objective.

Scope of HRM ⇒



i) Human Resource Planning ⇒ It refers to process by which a company identify the number of jobs vacant whether company has excess or shortage of staff.

ii) Job Analysis Design ⇒ Another important area of HRM is Job Analysis. It gives detail explanation about each & every job in the company.

iii) Recruitment & Selection The number of application received after the advertisement in newspaper, is term as Recruitment.

A number of application received after advertisement is published, & might employee is selected, is term as Selection.

Difference blw Training Development & Education

Basis .	Training Development	Education.
Meaning	The process of inculcating specific skills in a person is Training .	Theoretical . Learning in the classroom or any institution is Education
Based on	The term Training is based on the practical knowledge .	The term Education is based on the Theoretical Education .
Perspective	The perspective area of Training is narrow in nature .	The perspective area of Education is wide in nature .

It involves .

The term Training .
involves job experi-
-ence for work .

The term Education .
involves classroom
learning for .
knowledge .

objective

The objective of Train-
-ing is to improve
performance &
productivity .

The objective of .
education is to
develop sense of .
~~training~~ reasoning
& judgement .

term
Period .

The training involves
a short term period .

The Education involves
a long term period .