

SHRM - Strategic Human Resource Management, shortly known as SHRM is a function of management which entails development of policies, programmes and practices related to human resources, which are then aligned with business strategy to achieve strategic objectives of the organisation.

The AIM of SHRM is that companies must adjust their HR strategy within the periphery of overall business objectives, thus ensuring that HR practices are in tune with the strategic objectives of organisation.

A major pro of strategic human resources management is that it ascertains and analyses external opportunities and threats to the business organisation.

- Attempts to all link human resources activities with competency based performance measures.
- Attempts to link Human Resource activities with business surpluses or profit.

ANM Auxiliary nurse midwife commonly known as ANM is a village-level female health worker in India who is known as the first contact person between the community and the health services.

ANM regarded as the grass roots workers in the health organisation pyramid. Their services are considered important to provide safe and effective care to village communities. The role may help communities achieve the target of national health programmes