

Human Resource Management \Rightarrow 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 \Rightarrow

Employee Hiring

Remuneration.

Employee Motivation

Industrial Relation.

Employee Maintenance.

ii) 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.

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

iv) 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 b/w 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.

inv 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 involve
a long term period .