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# ***APPROACHES OF HRM***

***HRM Lecture 16***



بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ





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# Certificate of Success for Humans

وَأَنَّ لَيْسَ لِلْإِنْسَانِ إِلَّا مَا سَعَى ﴿٣٩﴾ وَأَنَّ  
سَعْيَهُ سَوْفَ يُرَى ﴿٤٠﴾ ثُمَّ يُجْزَاهُ الْجَزَاءَ  
الْأَوْفَى ﴿٤١﴾

اور یہ کہ انسان کو وہی ملتا ہے جس کی وہ  
کوشش کرتا ہے ﴿٣٩﴾ اور یہ کہ اس کی کوشش  
دیکھی جائے گی ﴿٤٠﴾ پھر اس کو اس کا پورا  
پورا بدلا دیا جائے گا ﴿٤١﴾

**The beautiful verse of the holy Quran, Chapter 53 Surah**

**Najm verse 39-41:**

مُحَمَّدٌ رَسُولُ اللَّهِ

**The Prophet (PBUH) said:**

"Knowledge from which  
no benefit is derived  
is like a treasure out of which  
nothing is spent in the cause of God."

**- Al-Tirmidhi, Hadith 108**



# HUMAN RESOURCE MANAGEMENT

1. DEFINATION

2. SIGNIFICANCE  
& SCOPE OF HRM

3. Approaches to HRM

4. PERSONNEL  
ADMINISTRATION

5. TOOLS OF PERSONNEL  
ADMINISTRATION

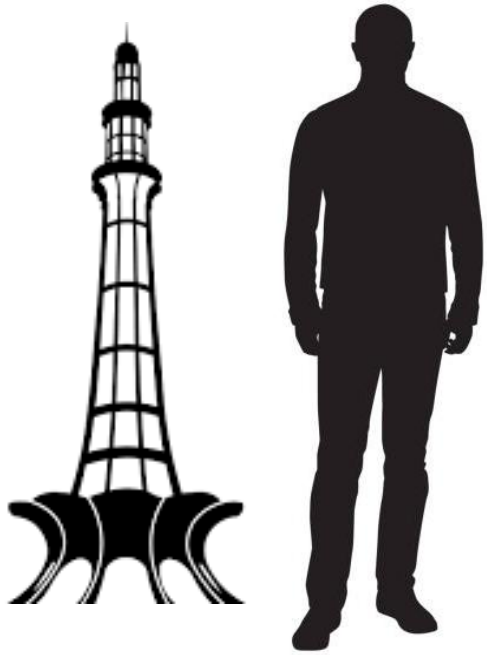




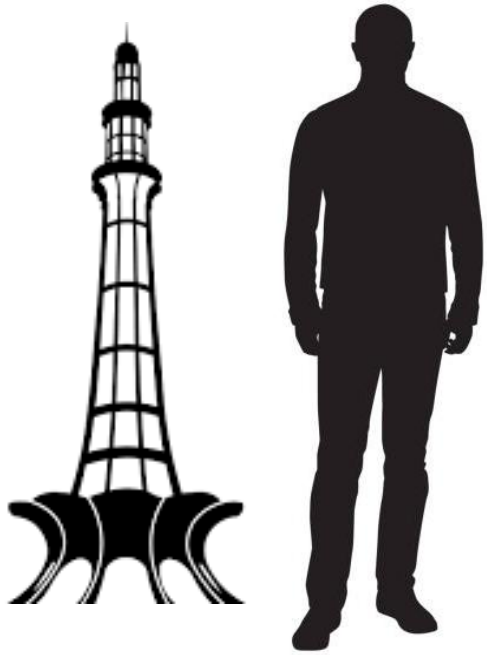


Goal  
منزل









رسائی

**APPROACH**

نقطہ نظر

طرف جانا، قریب پہنچنا، نزدیک جانا



**The Way to Reach the Goal**

**The Way to Accomplish the Task**

**Way of dealing with something**

**way of doing something**



# APPROACHES

## □ What is Approach???

- The definition of approach refers to the process of going towards something
  - Approach is defined as the way you handle something.
  - Approach means to move close to something.
- 
- There are many different approaches to human resource management.

# Hard and Soft HRM

## **Hard (instrumental) HRM approach:**

- employees are viewed as a passive factor of production, an expense
- employees can be easily replaced and seen as disposable.
- Strategic, quantitative aspects of managing HRM as an economic factor

## **Soft (humanistic) HRM approach:**

- stresses active employee participation
- gains employee commitment, adaptability and contribution of their competences to achievement of organizational goals
- employees are valued as assets
- emphasizing communication, motivation and leadership



# DIFFERENT APPROACHES

## CLASSICAL

- SCIENTIFIC
- ADMINISTRATIVE
- BUREAUCRATIC

## BEHAVIORAL

- GROUP INFLUENCES
- MASLOW'S NEED THEORY
- THEORY X AND THEORY Y
- HAWTHORNE STUDIES

## MODERN

- THEORY Z
- TOTAL QUALITY MANAGEMENT
- MANAGEMENT BY OBJECTIVES
- SITUATIONAL LEADERSHIP



**FEDERAL PUBLIC SERVICE COMMISSION  
COMPETITIVE EXAMINATION-2018  
FOR RECRUITMENT TO POSTS IN BS-17  
UNDER THE FEDERAL GOVERNMENT**

**Roll Number**

**PUBLIC ADMINISTRATION**

<b>TIME ALLOWED: THREE HOURS</b>	<b>PART-I (MCQS)</b>	<b>MAXIMUM MARKS = 20</b>
<b>PART-I(MCQS): MAXIMUM 30 MINUTES</b>	<b>PART-II</b>	<b>MAXIMUM MARKS = 80</b>
<b>NOTE: (i) Part-II is to be attempted on the separate Answer Book.</b>		
<b>(ii) Attempt ONLY FOUR questions from PART-II. ALL questions carry EQUAL marks.</b>		
<b>(iii) All the parts (if any) of each Question must be attempted at one place instead of at different places.</b>		
<b>(iv) Candidate must write Q. No. in the Answer Book in accordance with Q. No. in the Q.Paper.</b>		
<b>(v) No Page/Space be left blank between the answers. All the blank pages of Answer Book must be crossed.</b>		
<b>(vi) Extra attempt of any question or any part of the attempted question will not be considered.</b>		

- Q. No. 8.** Write a comprehensive note on any **TWO** of the following: (10 each) (20)
- (a) Scientific Management
  - (b) Human Relation Approach
  - (c) Theory X and Y of Motivation

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# Approaches of Human Resource Management

Strategic Approach

Commodity Approach

Management Approach

Proactive Approach

Human Resource Approach

Reactive Approach

System Approach

# Strategic Approach

- Strategic Approach can be defined as the strategy to develop proper planning to hire & manage employees for fulfilling the long-term goals of the company. It includes the road map for developing employees to make sure their various prospects get combined for required results.
- Human resources are the combination of talent and skills; some are inborn and other skills they have acquired through learning and education. The strategic HRM approach focuses on people management programs and long-term solutions.
- It stresses organizational development interventions, achieving employee organizational fit, and other aspects that ensure employees add value to the Organization.

# Management Approach

- HRM is a part of general management.

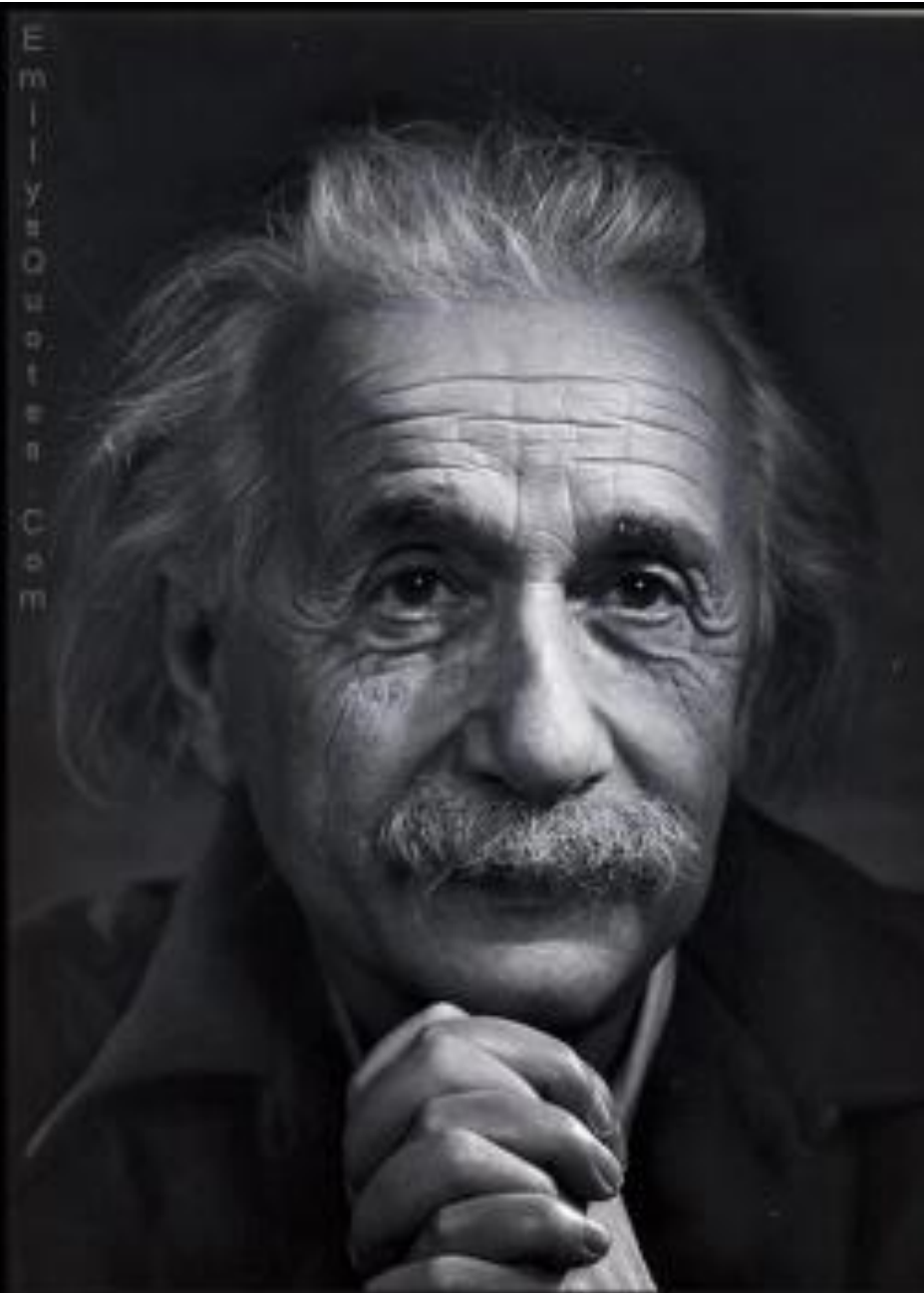
**“Management is nothing but managing people in the workplace”**

Managers at all levels are responsible for managing their employees or subordinates.



# Human Resource Approach

- People are human beings with a lot of potential and intellectual abilities. It is important to treat people with respect and dignity.
- The employees working in an organization are the humans with versatile qualities. Therefore, everyone should be given equal importance in an organization.



I speak to everyone  
in the same way,  
whether he is the  
garbage man or  
the president of  
the university.

*~Albert Einstein*

# Commodity Approach

## What Is a Commodity?

A commodity is a tangible good that can be bought and sold or exchanged for products of similar value.



**Coal**



**Gold**



**Corn**



**Sugar**



# Commodity Approach

- **People are a commodity.** The fourth approach followed by HRM is the commodity approach. The employees are treated as the commodity of the business. In this approach, the employees are taken for granted as they are not treated as humans.
- They are viewed as a cog of a machine. People can be hired and fired through money. It is money that matters most. There is a saying,  
**“money is sweeter than honey.”**
  - This approach views people as economic men.

# Proactive Approach

## Proactive Meaning



Dictionary

Definitions from [Oxford Languages](#)

- (of a person or action) creating or controlling a situation rather than just responding to it after it has happened.

(کسی شخص یا عمل کا) کسی صورت حال کے واقع ہونے کے بعد اس کا جواب دینے کے بجائے اسکے پیدا ہونے سے پہلے اس پر قابو پانا۔

Proactive is the opposite of reactive

# Proactive Approach

- HR managers must anticipate (متوقع) the challenges or problems before they arise. **Prevention is better than cure.**
- The proactive approach will save companies considerable time and money in the short and long run.

*P. F. Drucker (1997) rightly highlighted the importance of a proactive approach*

- He argues, " In a perfect world, every startup would take the proactive approach and build their company from the beginning by identifying not only the mission, vision, values, goals, objectives, etc. But will determine where they want to go in the short and long-term and build a holistic, aligned organization beginning at the founder level where they can attract, hire, and retain the top talent to get them where they want to go.



# Reactive Approach

- **It occurs when decision-makers respond to problems.** If efforts are reactive only, problems may be compounded, opportunities may be missed, and organizations may suffer loss.
- Companies may lose time and money if they take a reactive approach.

# System Approach

- A system is a set of interrelated but separate elements or parts (Components) working together for a common goal.
- For example, HRM is a system that may have parts such as Selection, training, performance appraisal and reward, etc. One part affects and is affected by the other.





- QnA