

Computer Applications In Personnel And Human Resource Management: A Bibliography

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CURRENT TRENDS IN HRM

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Abstract:
The goal of this article is to establish the importance of human resource management (HRM) and how it emerged, to provide some evidence of its context, to discuss its potential and future development. Many specialists underline the fact that human resource requires more attention and careful management than any other resource of an organization. The role of the HR manager must parallel the needs of the changing organization. Successful organizations are becoming more adaptable, resilient, quick to change directions, and customer-centered. Within this environment, the HR professional must learn how to manage effectively through planning, organizing, leading and controlling the human resource and be knowledgeable of emerging trends in training and employee development.

Keywords: management, human resource, personnel administration, talent management, skills, knowledge, international HRM, HRM trends, policies, motivation, relation, HR manager

JEL classification: M12

INTRODUCTION

Human resource management is a process of bringing people and organizations together so that the goals of each other are met. The role of HR manager is shifting from that of a protector and screener to the role of a planner and change agent. Personnel directors are the new corporate "heroes". The today focus in business is *personnel*. Nowadays it is not possible to show a good financial or operating report unless your personnel relations are in order. The major purpose of HRM is to increase and improve the productive contribution of personnel to the organization in more ethical, social, and administratively responsible way. This purpose emerged from commonly called industrial relations, personnel administration, industrial psychology and personal management. Research shows that its aim is to create a whole organizational culture that binds workers to the company's objectives with full professional commitment, integration, and quality work.

The 21st century brings with it enormous opportunities but also enormous pressure, if the companies will not improve the productivity of the people and treat them "human being" which are the vital objects of all the economic activities leading towards industrial development. Now there is worldwide consensus on human resource being one of the major means of increasing efficiency, productivity and prosperity of the firm.

Over the years, highly skilled and knowledge based jobs are increasing while low skilled jobs are decreasing. This calls for future skill mapping through proper HRM initiatives.

Organizations are also witnessing a change in systems, management cultures and philosophy due to the global alignment of Indian organizations. There is a need for multi skill development. Role of HRM is becoming all the more important.

With the increase in competition, locally or globally, organizations must become more adaptable, resilient, agile, and customer-focused to succeed. And within this change in environment, the HR professional has to evolve to become a strategic partner, an employee sponsor or advocate, and a change mentor within the organization. In order to succeed, HR must be a business driven function with a thorough understanding of the organization's big picture and be able to influence key decisions and policies. In general, the focus of today's HR Manager is on strategic personnel retention and talents development. HR professionals will be co-aches, counselors, mentors, and succession planners to help motivate organization's members and their loyalty. The HR manager

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Management to Strategic Human Resource Management. 2. Dileep Kumar M., Human Resources Information Systems (HRIS) For Better Information Systems : Basics, Applications, and Future Directions pp . Shane Pinder - () Human-Computer Interaction, InTech, 1st Ed. pp BIBLIOGRAPHY. BOOKS. 1. (), Quality of work life on Human Resource Management . Ram Centre for Industrial Relations and Human Resources, New Delhi. .. Computer Application and Management, Volume 2, Issue 4, pp. REFERENCES Managing End-User Computing as a Value-Added Resource. . Human Capital--A Theoretical and Empirical Analysis with Special Reference . SIGCPR conference on Computer personnel research, p, April , , . and controlling user development of computer applications (management. Human Resource Management Applications: Cases, Exercises, Incidents, and An Indispensable Guide for Managers and Human Resources Professionals. An application of a human resource management system involving a public accounting should be expanded to include assessments of human resources .. to the practice of computing profit and loss without explicit consideration. 1 Hunan Labor and Human Resources Vocation College, Changsha The wide application of computer in human resource management has. Performance Appraisal: A Bibliography of Recent Literature, Part of the Human Resources Management Commons. Thank you for. A Human Resource Management System or HRIS (Human Resource Information System) is a form of HR software that combines a number of systems and processes to ensure the easy management of human resources, business processes and data. Human Resources Software is used by businesses to combine a number of . The advent of client-server, application service provider, and software as a. Bibliography on Secure Vehicular Communications. Furthermore, without direct contact with medical facilities, medical personnel or other ICST Conference on Pervasive Computing Technologies for Healthcare, PERVASIVE HEALTH [] Technologies and Applications of Wireless Communication in Healthcare". This course will provide an understanding and the fundamental principles of a Microsoft Excel as applied to human resource management related problems. Annotated Bibliography Delaware Teacher Recruitment and Selection Toolkit i. Table of Contents . Principals: Human capital managers at every school. Phi retention of special education personnel, including early intervention personnel. . evidence in the application process; and elements of effective teacher. The importance of this report lies in the importance of the human resources for business The importance of this study is represented in recognizing the role of human resources management and through its practices in the era of speed, computer and internet but the application of knowledge is the power, Bibliography.

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