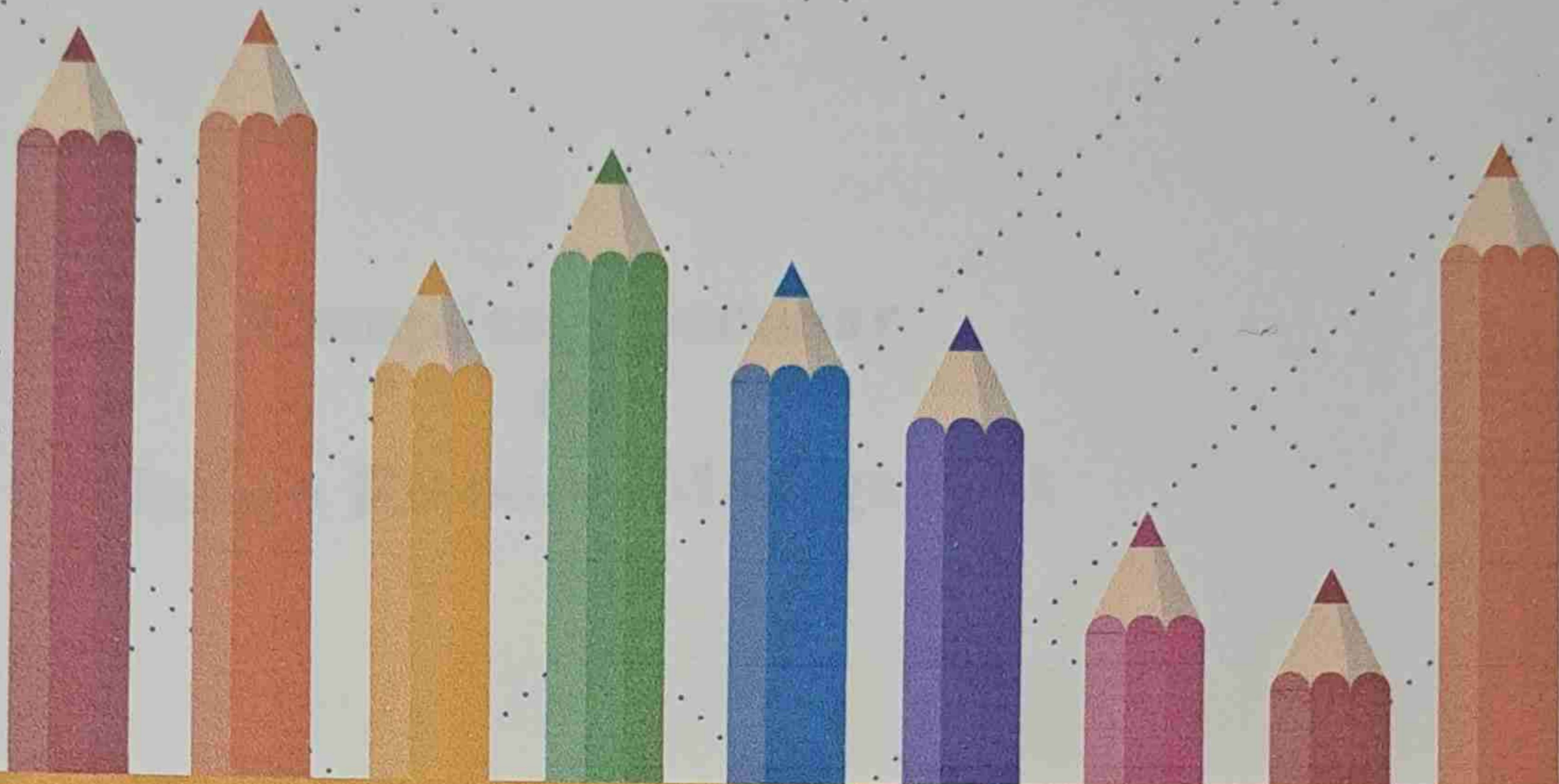


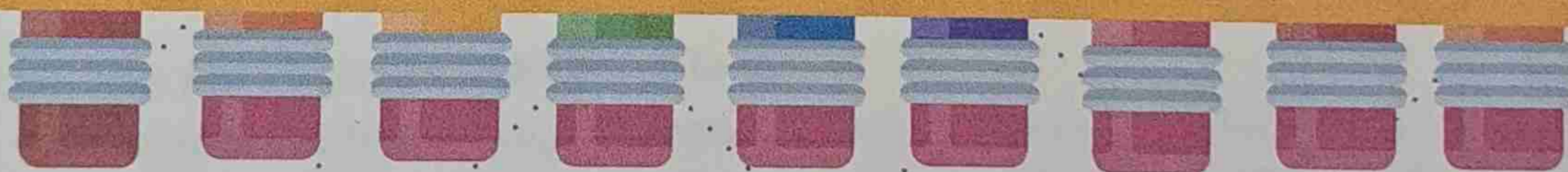


Our future, today.



Module 4

Human Resource and Introduction to Marketing



Professionalization of Cooperatives

Compliance Seminar On Human Resource Management

Objectives :

The participants shall be able to:

1. Understand the importance of Human Resource Management
2. Know the different areas on Human Resource Management
3. Be aware on the environment that affects the Human Resource Management
4. Understand current issues in Human Resource Management
5. Share and learn management structure in cooperatives

Training Contents:

- 1. Why Human Resources Is Important**
- 2. Human Resource Planning; Recruitment/ Decruitment; Selection; Orientation; Training**
- 3. Employee Performance Management; Compensation/Benefits; Career Development**
- 4. Management structure**
- 5. Current Issues in Human Resource Management**

KEY ASSUMPTION

‘EMPLOYEES ARE THE MOST IMPORTANT ASSET OF THE ORGANIZATION’

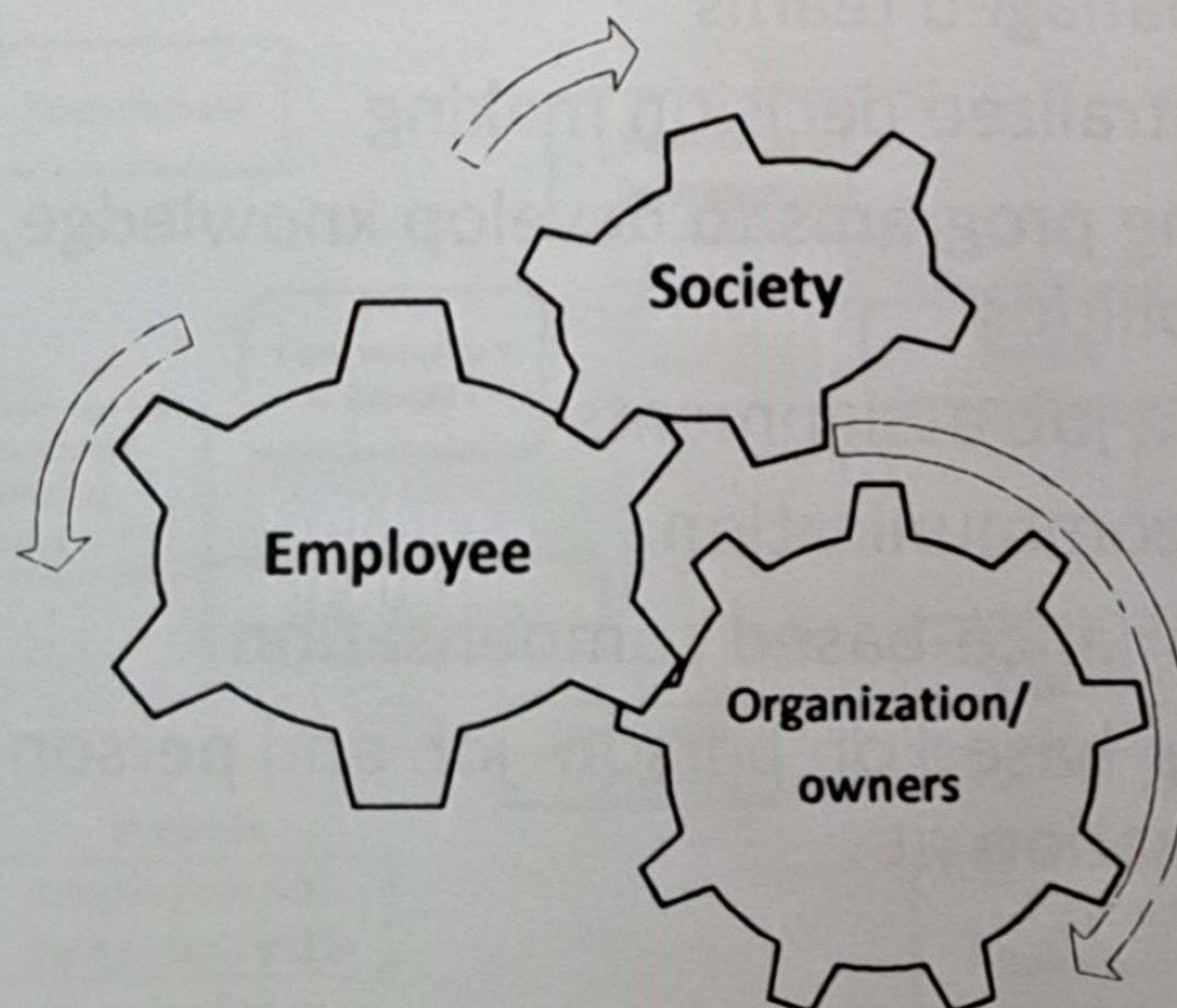
**“SATISFIED AND HAPPY EMPLOYEES
CREATES
SATISFIED MEMBERS,
SATISFIED MEMBERS CREATES QUALITY
COOPERATIVE”**

What is Human Resource Management?

Human resource management

- is the management of an organization's workforce, or human resources
- responsible for the attraction, selection, training, assessment, and rewarding of employees, while also overseeing organizational leadership and culture and ensuring compliance with employment and labor laws

HRM STAKEHOLDERS



The Importance of Human Resource Management (HRM)

- As a necessary part of the organizing function of management
 - Selecting, training, and evaluating the work force
- As an important strategic tool
 - HRM helps establish an organization's sustainable competitive advantage.
- Adds value to the firm
 - High performance work practices lead to both high individual and high organizational performance.

Examples of High-Performance Work Practices

- Self-managed teams
- Decentralized decision making
- Training programs to develop knowledge, skills, and abilities
- Flexible job assignments
- Open communication
- Performance-based compensation
- Staffing based on person–job and person–organization fit

The HRM Process

- Functions of the HRM Process
 - Ensuring that competent employees are identified and selected.
 - Providing employees with up-to-date knowledge and skills to do their jobs.
 - Ensuring that the organization retains competent and high-performing employees who are capable of high performance.

THE HRM PROCESS..

