

07

341-024 / Wk. 49
FRIDAY

Challenges of HRM +

2018
December

- ① change Management
- ② Leadership Development.
- ③ HR effectiveness measurement.
- ④ Organisational effectiveness
- ⑤ Compensation
- ⑥ Staffing: Recruitment and availability of skilled local labour
- ⑦ Succession planning.
- ⑧ Learning and development.

2018

December

Human Resource Accounting

HRA is similar principle to Accounting. As financial accounting cost of assets such as building human resource accounting should be as capital not as expense.

HRA can be define as and reporting of the cost on their present values to the organization. purpose of HRA is to facilitate the efficient management of human organization by making the enter their development, retention, evaluate

local labour

- ⑦ Succession planning.
- ⑧ Learning and development.

Difference between HRM and HRD

HRM

HRM refers to the application of principles of management to manage the people working in the organisation.

HRD

HRD means a continuous development function that intends to improve the performance of people working in the organisation.

December		2018			
Mon	31	3	10	17	24
Tue		4	11	18	25
Wed		5	12	19	26
Thu		6	13	20	27
Fri		7	14	21	28
Sat	1	8	15	22	29
Sun	2	9	16	23	30

organisation key making
their development, retention

January		2019			
Mon		7	14	21	28
Tue	1	8	15	22	29
Wed	2	9	16	23	30
Thu	3	10	17	24	31
Fri	4	11	18	25	
Sat	5	12	19	26	
Sun	6	13	20	27	

2018
December

2018
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HRM

HRD

2. Management function.

2. Subset of HRM.

3. Reactive

3. Proactive.

4. To improve the performance of the employees

4. To develop the skills, knowledge and competency of employees.

5. People only.

5. Development of the entire organisation.