



PATNA UNIVERSITY
M.A (PSYCHOLOGY) SEMESTER-3
HUMAN RESOURCES MANAGEMENT (CC13)
TOPIC: OBJECTIVVES OF HUMAN RESOURCES MANAGEMENT

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OBJECTIVES OF HUMAN RESOURCE MANAGEMENT

- (i) To make an effective contribution to the achievements of the organization and to the fulfillment of its social responsibilities.
 - (ii) To design and develop an effective organization which will respond appropriately to change.
 - (iii) To ensure that the activities required to achieve objectives are properly arranged.
 - (iv) To group the activities logically together
 - (v) To achieve effective integration of the activities
 - (vi) To ensure that the people in the organization understand and accept their responsibilities
 - (vii) To ensure that the organization climate and management style is conducive to enthusiasm, cooperation and trust.
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- (viii) To obtain and develop the human resources required by the organization and to use and motivate them effectively
- (ix) To ensure that the quality and quantity of manpower is available to meet short and long term needs.
- (x) To train and develop manpower to achieve maximum effectiveness
- (xi) To make the best use of the skills and capacities of employees
- (xii) To provide the optimum amount of responsibility, challenge and opportunity in work
- (xiii) To design and implement effective reward and incentive systems
- (xiv) To integrate and balance individual needs with those of the organization
- (xv) To create and maintain a co-operative climate of relationships within the organization



- (xvi) To develop systems and procedures which will ensure that employees are treated fairly and equitably
 - (xvii) To encourage more active and productive participation at all levels
 - (xviii) To enable better two-way communications
 - (xix) To meet the organization's social and legal responsibilities
 - (xx) To provide ample scope for self-development and job satisfaction
 - (xxi) To provide good, healthy and safe working conditions
 - (xxii) To provide equal opportunity for employment and promotion
 - (xxiii) To provide a reasonable degree of security and continuity of employment
 - (xxiv) To reward employees in accordance with their contribution
 - (xxv) To meet the spirit as well as the letter of the legal obligations of the organization.
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