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CHAPTER What Is Human Resource Management? 1

Human resource management is defined as a system of activities and strategies that focus on successfully managing employees at all levels of an organization to achieve organizational goals (Byars & Rue, 2006).

Employees are the human resources of an organization and its most valuable asset. To be successful, an organization must make. The student will be able to: Discuss the history of

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Human resource management the management of the people and the staff policies and practice that enable an organization to carry out its work. This affects staff from the moment an individual contacts the organization in response to a job advertisement, to the time they leave the organization. Human resource management is about enabling staff to use their qualities in order to fulfill their

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Sandra has an integrated education and background in both organizational behaviour and human resource management. She received her MBA from the University of Regina and has more than 25 years of leading, managing, teaching, and consulting across a wide range of organizations in the private, public, and not-for-profit sectors. Sandra teaches in the undergraduate, MBA, and Executive MBA programs.