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By: Purvi Chavla

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**paper text:**

1.0 INTRODUCTION OF HUMAN RESOURCE MANAGEMENT: The significance of human resources in contemporary business management is increasingly recognised as being strategic. Human Resource Management (HRM) is concerned with managing individuals within an organisational context. Managing individuals is a crucial and formidable task due to the ever-changing characteristics of human beings. Individuals exhibit significant variations in their cognitive abilities, strategic thinking, emotional dispositions, and behavioural tendencies. Moreover, these differences are observed at the individual level and manifest within various social groups, as many diverse factors influence them. Individuals exhibit responsiveness as they possess the capacity to experience emotions, engage in cognitive processes, and engage in actions. Following Pulapa Subba Rao's study, "Human resources management (HRM) encompasses the strategic management of various functions, including planning, organising, directing, and controlling. These functions pertain to the employment, development, compensation, and utilisation of human resources within an organisation (P.Subba Rao, 2010)." The ultimate objective of HRM is to foster the establishment and growth of harmonious relationships between individuals and industries, thereby influencing the future policies and