

## **HUMAN RESOURCE MANAGEMENT**

**Nzau E. L**

*National technical university  
“Kharkov polytechnic institute”,  
Kharkov*

Human resource management is a strategic approach of management of people inside an organization in order to help the business succeed by training, recruiting and finding competitive advantages.

The term «human resource» was coined to help a company maximize its efficiency by employing skilled employees to do their trades and introduce their values to their target audience. But sometimes this isn't the case as emotions and cultural values has juxtaposed and jeopardized this phenomenon thereby leaving managers confused and inevitably lowering the company's performance.

This calls for the usage of certain instruments (training and development, motivating, performance appraisal, organization development, rewards, employee's welfare and quality of work life and so on) to be imbibed by the human resource to ascertain the company's performance in relation to the workforce.

Any business wants to be more efficient in their dealings and bagging in more profit with operational personnel; indeed, it's of a great appurtenance for them to hire workers with skills and also try to train the employees they have. This pathway paves room for development of employees in carrying out their daily activities and thus increases the organization's efficiency in managing resources.

The employee who receives the necessary training is more able to perform in their job. The training will give to the employee a greater understanding of their responsibilities within their role, and in turn build their confidence. This confidence will enhance their overall performance and this can only benefit the company. Employees who are competent and on top of changing industry standards help your company hold a position as a leader and strong competitor within the industry.

The investment in training made by the company shows employees that they are valued. The training creates a supportive workplace. Employees may gain access to training they wouldn't have otherwise known about or sought out themselves. Employees who feel appreciated and challenged through training opportunities may feel more satisfaction toward their jobs.

Corporate entities are in dearth need of skilled hands to maximize their resources and are delighted at employees who sincerely desire career growth and advancement. Besides the tough in recruitment process, embracing training and development will indeed satisfy the need for efficiency in workforce.