

THE OBJECTIVES OF PERSONNEL MANAGEMENT

Personnel management has been described as a staff function of management aimed at assisting managers of other departments to apply the primary production factor, which is labour, as efficiently and effectively as possible. The successful application of the other factors of production (i.e capital, land and entrepreneurship) depends upon the people in the enterprise. If considered then the personnel management function in an enterprise can best be described as follows:

Personnel management is a purposeful action aimed at enabling functional managers to apply and utilise the manpower available within the enterprise, toward the optimal realisation of the set goals.

The function can also be viewed from another angle, which involves the provision of a high quality body of personnel, thus contributing indirectly toward the realisation of corporate goals.

The objectives of personnel management can be divided into three classes:

Routine Objectives

These make provision for the satisfaction of employee needs and ensure stability in the running of the enterprise.

Problem Solving Objectives

This relates to problems such as labour turnover and restoring the organisational balance.

Innovation Objectives

This takes advantage of employee dissatisfaction with the status quo, in order to move toward a work structure which will allow for the creation of posts that will satisfy all employee needs.

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