

Difference between HRM and Personnel Management

With the help of the above definitions and explanations given by experts, I wanted you to understand the concept of H.R., HRM, and Personnel Management better. People feel and believe that HRM and Personnel Management are the same, just that they are two different words with one single explanation; however, that not true. There is a difference between the two as HRM and Personnel Management have two different explanations; in fact, HRM is an advanced form of Personnel Management. Let's see how the two are different from each other.

1. Personnel management is a little old and a more traditional way of handling employees at the workplace. In contrast, HRM is a more modern and specific approach to managing an organization's human resources.
2. Their focuses are different. For example,, Personnel Management focuses on the organization's administration, the welfare of employees, and maintaining relationships with the labor. However, HRM emphasizes maintaining human resources by acquiring, developing, and motivating them.
3. Both their assumptions also differ; personnel management assumes that, unlike other resources, even H.R. is an input to achieve the desired output for the company; however, as per HRM, human resource is the most important and valuable resource to help you achieve the desired organizational goals.
4. As per personnel management, employee satisfaction is achieved by personnel functions, and administrative functions achieve HRM organizational goals.

5. In personnel management, job distribution and allocation are done by dividing jobs amongst labor or employees; however, as per HRM, the job is designed and distributed amongst groups and teams as per their skills and expertise.
6. The two terms have a huge gap in their understandings. For example,, personnel management does not provide the employees with great training and development opportunities; they restrict the employees to minimum training and development opportunities; whereas HRM believes in giving the employees the opportunity of growing and developing by giving them more and more training and development opportunities to help them and the organization grow and reach the organizational goals.
7. Personnel management draws a line between the top management and the other employees by giving them the authority to make decisions alone under the set rules and regulations of the organization; however,, HRM believes in making decisions collectively after considering the employee participation, decentralization, authority,, and the competitive environment in the organization, etc.
8. The aim of personnel management largely refrains; it aims only to increase their business in terms of production; however, HRM aims and manages employee participation, increasing productivity, the work culture of the company or the organization, and its effects on both the employees and the organization collectively.
9. Personnel management also has very few concerns as this system is related only to the top management and personnel managers;; however, the HRM is concerned with the managers at all levels and all departments.

10. The functions of personnel management are very routine, whereas the functions of HRM are very strategic as it is based on several strategies.
11. Personnel management focuses on dealing with the employees within the organization; however,, HRM focuses on utilizing the H.R. of the organization in the best possible way.
12. For personnel management, H.R. is like any other organization tool; however, for HRM, employees are the best available asset to lead the organization towards its goals.
13. HRM is a revised and more advanced version of Personnel Management.
14. Personnel Management is very slow in making decisions, whereas HRM is much faster in making and implementing its decisions.
15. In Personnel Management, the union leader comes into the picture, for the bargaining is done collectively with the union; however, in HRM, the company has separate contracts with the employees; hence union is required.
16. Personnel Management pays the employees their salaries per their job evaluations; however, in HRM, the company pays the employees basis their performance.
17. Personnel Management treats the employees like other resources with no feelings and special skills to perform their jobs; however, in HRM, employees are treated sensitively, keeping their ego, emotions, and feelings undamaged and intact.

Conclusion

There is a very fine line between the two HRM and Personnel Management. After putting several analyses to use and developing personnel management in HRM, the subtle differences have been considered.