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**Correlation in HRM and Home Management  
and Employment (Job) Development**

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**Summary**

*Employment is one of the opportunities, availability of environment and human capacity, correlated with HRM & HM. Environment is everything. Environment is always changing. The time is also changing. As a time is changing, human is also changing towards the development. Development is a rule and regulation of the earth. Development is a condition of the human. Human always try to change, inner and outside part of body and mind. All and everything is depending upon the behaviour of the man; bahaviour towards the good job means empowerment, empower mans to give the means, ability and authority that's the another name is power. Power means to enable them to do some work, of course, behavior means to do some work like this or that. All and every development is depending upon the mans behaviour and its environment. Bhagawan Buddha Saiel that, "Mans development is depending upon the environment, in which he lived and mans behaviour". Good behaviour is good employment.*

**Introduction**

Human is living one, in modern time an organization is made up man as a reference. There are also material, money and machinery as a resources, of course, men or human is living one resource and other above three are non-living resources. Resources means natural power, power means grow and develop, according to Peter F. Drucker, "Man of all the resources available to man, can grow and develop".

Growth and development is consulting the organisation and people are the most significant resources in an organization. As use human resources always in an effective and efficient manner, management is to much important in an organization management is an essential component of family living as one or the organisation. There are two concept of management (1) PM, personnel management and HRM, human resource management is concerned, with home management and its employment.

**Concept of Job & Employee**

According to Dale Yoder, A job is a collection or aggregation of tasks, duties and responsibilities which as a whole, is regarded as a regular assignment to individual employees and which is different from other assignments. In simple, a job may be understood as a division of total work into given packages or into given positions. As a group of positions involving some duties, responsibilities, knowledge and skills. Jobs, each job is different from other jobs. A job may include much position, like peon, clerk, teacher, supervisor, accountant, manager, proffers, principal, collector, etc. Position is particular set of duties and responsibilities regularly assigned form individual, so for each job have separate qualification experiences and training achieve skill, knowledge of duties and abilities to adequately perform with job to do the job effectively.

It is most understand that job and its specification specifies the physical, psychological, personal, social and behavioral characteristics of the job holder, job is concerned with management. Management is an essential component of family living. HRM is one of the functional areas of management, Human as

a resource, each day we use management process consciously or unconsciously, as soon as a family is setup in a house. Home management is mental process of planning, controlling and evaluating the use of the resources of the family, for the purpose of attaining the family goals. Job in a home as a members begin to work for common goals, the need for formulating a plan of action in home management or HRM. It is to determine how good a job has been done. Employee may recognize a job as 'good' in itself or as good in relation to give conditions and beneficial for himself society and management also satisfaction is most important in job.

### **Job Recruitment and Unemployment**

Developing a test programme is never simple of course to develop it requires careful planning, experiment, technical knowledge etc. for that test programme may be designed for a few jobs and then may be gradually expanded to cover all job in the origination, like home management jobs are duly analyzed to identify as to which traits and skills are necessary effective performance of job. As per requirement of job recruitment is the first in the process of filling a vacancy. Recruitment is the generating of applications or applicants for specific positions (Job) to be filled up in the organization of in govt. or in institution. In order, it is process of searching for and obtaining applicants for jobs so that the right people (unemployment) in right number can be selected to facilitate effective selection of an efficient working force.

Size of the organization, recruiting policy image of organization, image of Job, are internal factor and dimorphic factors (related to human beings) labour market, unemployment situation of the region labour laws, legal considerations etc are external factors affecting on recruitment and unemployed. Where there above all factors are available in positive there are possible to available job and it recruitment and problems of the unemployee will be solved.

The national commission on labour (1969) was established the national employment service to bring employers and job seekers (unemployee) together and established employment exchange in every district place with their branches in village place also for registration of job seekers (unemployee) and their (Commonly called Employment Exchange Act. 1959). It is obligatory for the employer to inform the outcome of selection within short period to the employment exchange.

### **Recruitment Practices in India**

The India firms practice not a single source of recruitment, but a host of sources of recruitment. These have been classified as within the organization, badly or temporary workers, employment agencies, causal callers, applicants introduced by the existing employees in the organization, advertisement and labour contractors etc. As regards recruitment practices in the Government organizations, they follow, by and large public recruitment policies, unemployee have to prepared and have to filled through competitive examinations though advertisement. Recruitment is available on claims of son's of the soil for preference in recruitment. As per this claim, the vacancies of an organization must be first offered to suitable hands hailing form the immediate vicinity of the organization.

**Table Recruitment practices in India**  
**(Human resource management, by 55 Khanka S. Chand**

Sr. No.	Method of Recruitment	Types of Jobs				Percentage of Firms	
		White	Blue	Both	Total	Method used	Method Not used
1	Public employment agencies	-	-	36	36	100%	Nil
2	Private employment agencies	6	-	-	6	17%	83
3	Direct hiring at gate	-	22	-	22	61%	39%



<b>4</b>	Nomination by present	1	4	17	22	61%	39%
<b>5</b>	College/Universities	7	-	-	7	20%	80%
<b>6</b>	Advertisement	-	-	32	32	89%	11%
<b>7</b>	Productivity /Training Centers	4	-	-	4	11%	89%
<b>8</b>	Personal applications (unsolicited)	1	-	29	30	83%	17%
<b>Average</b>						<b>100%</b>	

Above table clear that there are eight methods of recruitment and two types of jobs (1), White & (11) Blue, all level appointment in Govt. be supervised by (UPSC/MPSC) and through employment office and private organization etc.

### **Jobs Career and Development of Employees**

Organization ( Govt. or private ) recruit and select employees to achieve their objectives of production and profit maximization mean development of course employees join organization as job, to fulfil their work related expectations and desires. Both organization requirements and employees expiations are never constant but changing. It is the rule of universe that jobs carrier depending upon development or organization, a carrier can be defined as all the jobs held by a person during his working life. Working life of employees role experiences leading to increasing level of responsibility status power and rewards according to Flippo “a career is a sequence of separate but related work activated (development ) that provide continuity order and meaning a person’s life.

Development is depending upon career planning that can be defined as a systematic process by which one deeds his/her career goods and path to reach these goals. For example, are young man decides upon an according career and establishes the following sequence of positions (Page no.98) 1) Ph.D. degree by age before that post graduate & by age 25, 2) Lecturer by 27, 3) First book published by 30, 4) Reader by 35, 5) Professor and Head of Department by 40, 6) Dean of the or Principle of the Collage/School by 45 and 7) Vice chancellor of a university by 55.

In brief career planning is a managerial technique for mapping out the entire career of employees from the employment stage to the retirement stage. It involves discovery, development planed employment and reemployment

Development of the employees for one self another career opportunities to taking responsibility of given job, believe that their supervisors care of their career development awareness about work and development also depending upon necessary support system to provide a fair and equal opportunity.

### **Employee empowerment as human resource of home & management**

As per Webster’s English dictionary, the verb empower means ability to give to means, ability and authority. In simple words empowerment is given power. Viewed from this angle employee empowerment in an organizational setting means giving employees the means, ability and authority to enable them to do some work. Employee men’s human resources means, in common parallel, human resources means the people but expert of management have defined human resources differently because every peoples physiological, psychological, sociological and ethical components is different. In view human and attitudes a bathed in people meter indifferent, inter-related, inter dependent Sumantra Ghosal said and “considers human resources as know capital”. He also classified human capital in to three 1) intellectual capital 2) social capital and 3) emotional capital. Capital is consist of resources. Refer to the quantitative and quantitative aspects of employees working on an organization.

Empowerment and capital of employees, control over factors affecting job performance. Both empowerment and capit is a capacity of employees that encourage increased commitment to the

organizations (Home Management) success. Other thing is that employee empowerment means making him/her able run the show by himself/herself. With a view that women (She), who were considered “abla” till the order day in India be made able to run their shows/work themselves only, ‘woman empowerment’ has become the buzzword of the day that is the mentality of Indians capital.

J.H. Dobbs has suggested four conditions necessary for empowerment 1) Participation 2) Innovation 3) Information 4) Accountability. These conditions help empowerment gain credibility and acceptance at various levels in an organization. In concept of food and its management empowerment or employees capital means solving the constant managerial problems that have to do with feeding working in various institutes like, hospital, hostels, family, child care, preschool, colleges and universities and special institutes for physically and mentally regarded. In food management, the goal is to provide food that will insure the physical mental growth of the employees for its social development and growth and well being with the reasonable expenditure or available resources and human resources.

Divisions power is also important in organization that must begin with the setting standards like nutritional standards in food institutions and the planning or meals to meet these standard. In the institute ‘budget’ is also one of the empowerment human recourse is budget, that the more able as a person is in using resources alternatively in different institutions, the greater will be that the returns. In satisfaction, Satisfaction able behavior is good employment good resources, good human resources management and good home management that correlation to the development.

### **Conclusion**

- 1) Employment is one of the opportunities to develop him and institution.
- 2) Human resources is a natural power that living in human and non living resources are also and available in natures things that natural power to grow and to development and growth or institution or society.
- 3) Most job of employee is a collection or aggregation of task, duties and responsibility towards the development.
- 4) Employment and unemployment position of the region is a responsibility of job recruitment policy of the government on institution or society.
- 5) Development is depending upon career, planning, proper collection of employees, need or institution and management, living & non living resources home management, employees empowerment, man , woman and his/her capacities and mostly environment.
- 6) Satisfactional behavior and human as resources and employee of the institutes or home management development.

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