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Written in the early era
of Human Resource

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Management Flippo in his book on Personnel Management centralizes around management functions; "plan, organize, direct, control". Flippo's Personnel Management introduced the subject, and coherently built background for achievement of individual, organizational, and

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~~Personnel Management~~
~~(Edwin B. Flippo; 1984)~~
~~—TRCB~~

Edward Flippo states
personnel management
is the planning,
organizing, directing
and controlling of the
procurement,
development,
compensation,
integration, maintenance

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and separation of human
resources to the end that
individual,

organizational and
social objectives are
accomplished.

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~~EDWIN FLIPPO~~

~~PERSONNEL~~

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Personnel management is the plan, organization, direction, and control of the procurement, development, compensation, integration, and maintenance of employees for the purpose of

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contributing to the
organizational goals,
according to Flippo.

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Meaning, Definitions,
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Management is, thus,
personnel
administration. It is the
development of the
people and not the
direction of things.

Managing people is the

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heart and essence of
being a manager. Thus,
a Personnel Manager is
a manager and as such
he must perform the
basic functions of
management.

~~Functions of Personnel
Management:
Managerial, Operative~~

...

According to Edwin B.
Flippo in his book

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‘personnel management’ defined

“Personnel management is the planning, organizing, directing and controlling of the procurement, development, compensation, integration, maintenance and separation of human recourses to the end that individual, organizational and

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societal objectives are accomplished.”

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According to Edwin B. Flippo in his book ‘personnel management’ defined “Personnel management is the planning, organizing, directing and controlling of the

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procurement,
development,
compensation,
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recourses to the end that
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accomplished.”

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definition and it's
functions in ...~~

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Personnel manager

provides assistance to

top management- The

top management are the

people who decide and

frame the... He advises

the line manager as a

staff specialist-

Personnel manager acts

like a staff advisor and

assists the line... As a

counsellor ,- As a ...

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1.”The personnel function is concerned with the procurement, development, compensation, integration, and maintenance of the personnel of an organisation for the purpose of contributing

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toward the accomplishment of that organisation's major goals or objectives.

Therefore, personnel management is the planning, organising, directing, and controlling of the performance of those operative functions.”.

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it's Definitions,~~

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~~Objectives and ...~~

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Personnel management is an administrative function that involves the planning and organizing, directing and controlling the performance of operational functions in-

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order for an organization to achieve its objectives (Edwin B.

Flippo, Principles of Personnel Management)

therefore, it involves administrative hiring and developing of

employees who become valuable to the organization.

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