

Human Resource Management

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Product Description

Human Resource Management Human resource management by Dr. Premvir Kapoor is a comprehensive and forward-looking guide designed to navigate the complexities of managing people in a rapidly evolving global economy. Recognizing that human capital is an organization's most vital and appreciating asset, the book shifts the focus from traditional, rule-bound personnel management to a modern, humanitarian, and strategic approach. It explores how socioeconomic, technological, and political shifts – such as globalization and the rise of WTO—demand innovative mechanisms for developing employee skills and competencies. Specifically tailored for students for students of BBA, MBA, and M. Com, the text presents complex concepts in a simple, compact, and easily understandable manner. It bridges the gap between academic theory and professional practice by covering essential topics like job analysis, recruitment, performance appraisal, and the emerging field of human resource Accounting. Whether you are a student preparing for professional examinations or a manager seeking to improve organizational effectiveness through a motivated workforce, this book provides the necessary tools to transform human potential into a source of sustainable competitive advantage. **Salient Features:**

- **Strategic Capital Focus:** the text treats human resources as a form of capital and a primary investment, emphasizing that while other resources depreciate, human value appreciates through experience.
- **Comprehensive functional coverage:** it provides an in-depth look at the entire HRM lifecycle, including meticulous processes for manpower planning, recruitment, selection, and induction.
- **Scientific job Analysis:** The book details systematic methods for job description and specification, utilizing both quantitative and non-quantitative techniques to define roles and responsibilities accurately.
- **Advanced performance metrics:** Readers are introduced to sophisticated evaluation tools such as the balanced scorecard and HR scorecard to link people management directly to business performance.
- **Human Resource Accounting:** It explores modern valuation methods and models, like the lev and schwarts model, to measure the economic value of human resources within financial statements.
- **Organizational Development Insights:** The content emphasizes building an enabling culture through OD interventions, team development, and the use of change agents to faster innovation.
- **Analytical**



Table of Contents

Preface

- Managing Human Resources
- Human Resource Management
- Human Resource Planning
- Job Analysis
- Recruitment and Selection
- Training and Development
- Human Resources Development
- Performance Appraisal and Compensation Management
- Employee Relations
- Personnel Policy, Research and Audit
- Human Resource Accounting
- Auditing and Accounting

Key Terms Questions for Review Bibliography

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Dr. Premvir Kapoor BBM(BHU), MBA(Podar Institute of Management), LLB Delhi, Ph.D(Meerut University), Diploma in Training and Development, ISTD New Delhi, Diploma in Corporate Laws and Secretarial Practice(Indian Law institute New Delhi). He has worked s Director in Sri Ram Institute of Management and IIMT Institute of Management, Greater Noida and Professor of Human Resource Management at IMS Ghaziabad and Lingaya University Faridabad. He has been associated with some of the leading Institutes of Company Secretaries of India, Institute of Marketing management, Western U.P Productional Council. He is a member of Indian Law Institute, New Delhi. He has been visiting faculty at various prestigious business schools.

