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Gary Dessler has degrees from New York University, Rensselaer Polytechnic Institute, and the Baruch School of Business of the City University of New York. Dr. Dessler's best-selling Human Resource Management is also available in more than 10 languages including Russian and Chinese.

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Human resource management is defined as a system of activities and strategies that focus on successfully managing employees at all levels of an organization to achieve organizational goals (Byars & Rue, 2006). Employees are the human resources of an organization and its most valuable asset. To be successful, an organization must make

[CHAPTER What Is Human Resource Management? 1](#)

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According to French Wendell – "Human Resource Management is the recruitment, selection, development, utilisation of and accommodation to human resources by organisations.". The human resources of an organisation consist of all employees working at different levels in the organisation.

[Definition of Human Resource Management](#)

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[Fundamentals of human resource management](#)

Chapter 11 1. John M. Moore, "The Role Relocation Plays in Management Development," Personnel Administration (December 1982): 31-34. 2. Terry L. Leap and Michael D. Crino, Personnel and Human Resource Management (New York: Maxwell Macmillan International Editions, 1990), p. 309. 3. Gary Dessler, Human Resource Management (Delhi: Pearson Education, 2005), pp. 285-286.

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Human resource management is the organizational function that manages all issues related to the people in an organization. That includes but is not limited to compensation, recruitment and hiring, performance management, organization development, safety, wellness, benefits, employee motivation, communication, policy administration, and training.