



WESTERN TRENDS OF HUMAN RESOURCES MANAGEMENT: THEORIES AND PRACTICES

¹Tarnima Warda Andalib, ²Mohd. Ridzuan Darun, ³Noor Azlinna Azizan

^{1, 2, 3} Faculty of Industrial Management, Universiti Malaysia Pahang, Lebuhraya Tun Razak,
26300 Kuantan, Pahang

ABSTRACT

Western Human Resources Management (HRM) policies are influenced by certain sets of external and internal factors and divergent developed models. Nevertheless, while building up the human resources management models certain researchers have concentrated on humanitarian ground whereas others have considered human resources only as one of the tools. The practitioners chose the most beneficial HRM policy for their organizations. The authors have discussed about the influential factors that affect to build the models. These models those have been discovered and recognized at different times are also discussed in this paper. Finally, the influential factors and used models of the western HRM practices have been found and analyzed.

Keywords: Human Resources Management, factors, Models, Practices, Western

INTRODUCTION

Human resources management policies and models are designed, implemented in the Western world that includes assorted factors and ideas of the scholars and practitioners. At different times, distinct scholars Davenport and Prusak (2000) and also Nonaka (1991) have talked about HRM frameworks or models where the estimation and absorption of experiences and information can take place and also the researchers' ideas can be applied. Davenport et al. (2000) explained that this insightful HRM framework does not only stay implanted in documents or repositories only but also inherent in the organizational routines, processes, practices and norms. Stone (2004) while working on HRM said that in spite of HRM being a management; HRM is actually a part of management that brings people to work and improve their productivity for the growth of the organization.

Armstrong (2003) mentioned in his study that HRM is a strategic, articulate method and the most values assets of the organization, where the people are working, individually and collectively contribute to the achieve the organizations' objectives. Becher and Becher (1997) also mentioned that demanding recruitment and selection procedures, performance, contingent incentive, compensation systems and management development and training activities are the components of HRM those are linked to the needs of the organization.

Problem Statement

There is not a single, standalone, standardized and acceptable human resources management policy for all the western countries of the world. Different countries of the West are using their own customized