REVIEW OF LITERATURE

A Literature review summarizes and evaluates published material in a subject on order to present current knowledge in the coherent and understandable way. Its purpose is to provide an integrated, organized overview of significant literature published on a topic. A researcher has to research on his topic. He goes through many data which is available to him on his topic. A review of literature will make him understand what would be the past present and future trend, impact or effect on his topic would be. A review if the literature would also enable the reader to know why the topic is undertaken to study whether any work relating to it is undertaken earlier or it’s a new topic understudy. What are the related materials read and collected for this selected topic by the researcher. The review of the Literature relating to Management and Human resource.

The word Management has assumed so much importance in the present business world that there is hardly any person who has not heard of it. Every kind of organization whether it is business or non-business organization require some form of Management for the achievement of its goals. The Term Management has generally used today is a term which is philosophy and religion define exact meaning.

Stephen Robbins and Mary Coulter (1998) in their publication have explore with the management functions i.e., planning, organizing, direction, controlling, motivating, leading, functions related to human resources, production to maintain quality, quality control. It also presented the examples from the corporate world which would make the reader understand the functions in practical that how it is performed by the managers and the Management. They have also put forward a box of managers dilemma and ask the reader to respond it. This will enable the reader to develop the insight of the managerial problems and find a suitable solutions. At the end of every chapter self-assessment exercise makes to reader know how far they understood the concepts, terms and ideologies. Overall the book is treasure of knowledge on management.

Heinz Weihrich and Harold Koontz (2005) in their publication has describe the basic functions of management from the global perspective with the case study related to it. It helps the reader to understand how actually the organization works and helps the reader to be more efficient managers. More stress is on the implication of the managerial functions through modern
information system. Overall the book makes the readers to understand the global review of the Management.

**Editors Uddesh Kohli and Dharni P Shah(2000)** through their book on complication of 63 articles written by various dignitaries of various countries. This book present rich and mosaic of contribution in the field of Global changes in economy, technology, quality and society. It provides numerous cases of the organizational responses for coping the changes. It also provides glimpses of how HRD will contribute to the managing change in the coming century. The country cases from Argentina, Bahrain, Bangladesh, Chile, Japan, India, Mauritius, Malaysia, Nigeria, Spain and south Africa rich fare for all those interested in strategies issues which will confront enterprises and nations in the wake of cataclysmic change which network global change.

**Suresh Vyas(2005) and A.C. Mittal(2006), B.S Sharma(2006)** in their book Human Resourse development in Business and Human Resource Management has emphasized upon the strategies related to human resource. They have dealt with the concept of the Human Resource Management in depth such that it will be well understood and when implemented will enhance the efficiency and productivity of the human resource in the organization. Suresh Vyas in his book has also stressed on Human Resource Department in Export Industry which has made possible the optimum Utilization and Management of people in Export Industry. It gives insight that when Human Resource is given importance in the business world the business grows.

**C.S VenkataRatnam and B.K Srivastava(1994), K Aswathappa(2004) and Arun Monappa(1996) and Mirza S saiyyadain(1996)** has provided a framework of knowledge relating to the concept and practice of personnel management in the Indian context which could be relevant to other developing countries. All these author have related the case studies and examples which makes the reader to enjoy reading as well as help them to develop decision making abilities found on Knowledge gained from the text. It also deals with the change taking place in the functions of personnel Management.

**Guest(2002)** has argued that the Impact of Human resource Management on performance depends upon workers response to Human resource Management Practices, so the impact will move in direction of the perception of Human resource Management practice by the employee.
Wood (1999) & Guest (2002) has stressed that a competent, committed and highly involved workforce is the one required for best implementation of business strategy.

Huselid (1995) has found that the effectiveness of Employees will depend on impact of Human Resource Management on behavior of the employees.


Wright et al (2003) have argued that an employees will exert discretionary effort if proper performance management system is in place and is supported by compensation system linked with the performance Management system.

Collins (2005) in a research of similar nature targeting small business have found that effectiveness Human Resource Practice impact employee outcome significantly.


E.P. Flippo (2008) in his book Personnel function is concerned with the procurement development compensation, integration and maintenance of the personnel of an organization toward the accomplishment of the organization’s major goals and policies. Human resources management is the planning, organizing directing and controlling of the procurement development, compensation, integration, maintenance and separation of human resources to the end that individual organizational and social objectives are accomplished.

Data Yoder (2007) in his book Personnel management is that phase of management which deals with the effective control and use of man power as distinguished from other sources of power.

Oliver Sheldon(2003) wrote personnel management is a part of the management process which is primarily concerned with human constituents of an organization.

Indian Institute of Personnel Management, Calcutta, Personnel Management is that part of management function which is primarily concerned with human relationships in an organization.
its objective is the maintenance of those relationships which enable all those engaged in the undertaking to make their maximum contribution to the effective working of that undertaking.

Society for personnel Administration of America, Personnel management is the art of acquiring developing and maintaining a competent work force in such a manner as to accomplish with maximum efficiency and economy the functions and objectives of the organization.

According to E.F.L. Breach (2010) Personnel management is that part of management process which is primarily concerned with the human constituents of an organization.