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managing employees within an organization to carry out an organization's mission, vision, and goals. This includes recruiting, hiring, training, compensating, retaining, and motivating employees. HRM staff also develops and enforces policies and procedures that help ensure organizational success.

Human Resource Management (HRM) is a collective term for all the formal systems created to help in managing employees and other stakeholders within a company. HRM is tasked with three main functions: namely, the recruitment and compensation of employees and designating work.

HRM is responsible for filling the vacant positions within an organization. The recruitment process typically includes creating and posting job descriptions, accepting applications, and interviewing candidates.

Human Resource Management encompasses eight key functions:

1. Recruiting and hiring
2. Talent management
3. Performance management
4. Learning and development
5. Succession planning
6. Compensation and benefits
7. HR information systems
8. HR data and analytics

Conclusion: HRM is the function of an organization that handles everything having to do with its people. The HRM department enables employees to contribute effectively and productively. The HRM function has evolved and is often expected to add value to the strategic direction of the company.

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