



Associate Professor Dr. Lata Krishnan

Head, Department of Commerce, Mahatma Night Degree College of Arts and Commerce, Chembur, Mumbai 400 071

Email: [lata@mes.ac.in](mailto:lata@mes.ac.in)

Mobile: 9819930769

# TRADITIONAL HUMAN RESOURCE MANAGEMENT VS. STRATEGIC HUMAN RESOURCE MANAGEMENT



# RIGID VS. FLEXIBLE HR POLICIES

- ✘ The governance of manpower of the organization in a thorough and structured manner is called Human Resource Management or HRM.
- ✘ A managerial function which implies framing of HR strategies in such a way to direct employees efforts towards the goals of an organization is known as SHRM.



# REACTIVE VS. PROACTIVE

- ✘ The process of HRM is reactive in nature.
- ✘ On the other hand, SHRM is a proactive management function.



# FRAGMENTED VS. INTEGRATED APPROACH

- ✘ HRM follows fragmented approach, which stresses on applying management principles while managing people in an organization.
- ✘ As against this, SHRM follows an integrated approach, which involves lining up of business strategy with the company's HR practices.



# CONFORMING VS. PARTNERSHIP

- ✘ Human resource management emphasizes on employee relations, ensuring employees motivation, and also the firm conforms to the necessary employment laws.
- ✘ Conversely, SHRM focuses on a partnership with internal and external constituent groups.



# SHORT TERM VS. LONG TERM GOALS

- ✘ HRM supports short-term business goals and outcomes.
- ✘ SHRM supports long-term goals and results of business.



# TRANSACTIONAL VS. TRANSFORMATIONAL LEADERSHIP STYLE

- ✘ In human resource management, the human resource manager plays the role of change follower, i.e. he/she responds to change, hence pursues transactional leadership style.
- ✘ As opposed to SHRM, the human resource manager is a change leader, i.e. an initiator of change, thus seeks transformational leadership style.



# CAPITAL & PRODUCTS VS. PEOPLE & KNOWLEDGE

- ✘ The primary element in HRM is capital and products.
- ✘ People and their knowledge are the building blocks of SHRM.



# COST CENTRIC VS. INVESTMENT CENTRIC

- ✘ If we talk about accountability, a conventional or traditional HRM is cost centric.
- ✘ Unlike a strategic HRM which is investment centric.



# STRINGENT CONTROL VS. EMPATHY & LENIENCY

- ✘ In human resource management, stringent control over employees is exercised.
- ✘ As against this, in strategic human resource management, no such control is imposed, rather the rules for managing manpower is empathetic and lenient.



# DIVISION OF LABOUR & SPECIALIZATION VS. CROSS TRAINING & TEAMS

- ✘ In a human resource management, division of labour and specialization can be found in the job design.
- ✘ In strategic human resource management flexibility, cross-training and teams can be found in the job design.



# THANK YOU

✘ Source: <https://keydifferences.com/difference-between-hrm-and-shrm.html>