



Which one of the following is the foundation of modern
Human Resource?

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- A. **Specialization**
- B. Compensation
- C. Job Analysis
- D. Job Evaluation

The foundation of modern human resource management is essential to understand for businesses of all sizes. Here, we will explore the history of HR management and how it has evolved over time to become what it is today.

Human resource management, or HRM, is the process of managing human capital in an organization to achieve organizational goals. The concept of HRM has been around for centuries, but it wasn't until the 20th century that it began to take on a more modern form.

The early 1900s saw the rise of industrialization, which led to the creation of large manufacturing companies that required a significant number of workers. This led to the development of personnel management, which focused on the administrative tasks of managing large workforces.

In the 1920s and 1930s, behavioral scientists began to conduct research on employee behavior and motivation. This research led to the development of human relations management, which focused on creating a positive work environment and increasing employee satisfaction.

In the 1950s and 1960s, management theorists began to focus on the strategic aspects of human resource management. This led to the development of strategic human resource management, which focused on aligning human resource practices with business strategy.

The 1980s and 1990s saw the rise of globalization, which led to the development of international human resource management. This focused on managing



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employees in different countries and cultures.

Today, modern human resource management encompasses all of these concepts and more. HR managers must be strategic thinkers who can align HR practices with business strategy while also managing a diverse and global workforce. They must also be experts in compliance, employee relations, and talent management.

In conclusion, the foundation of modern human resource management is rooted in the early 20th century and has evolved over time to become what it is today. HR managers must have a deep understanding of HR history and the ability to apply that knowledge to modern business challenges. By doing so, they can help their organizations succeed in an ever-changing global marketplace.