**Video Title:** Introduction to Human Resource Management

**Video URL:** <https://www.youtube.com/watch?v=-mfF52XR57c>

**Running Time/Source:** 8:45, Alanis Business Academy/YouTube

**Close Caption Available:** Yes

This video gives a broad overview of Human Resources management and its various functions in a business. One of HR’s main functions is to recruit employees from various talent pools that have skills and attributes that may be needed for current job openings. After HR has a talent pool to select from, HR then engages in the selection process. Generally, employees are selected through various factors, such as interviews, and possibly an intelligence test or personality test. After employees have been selected and on boarded, HR is still responsible for job specific training and development for individual employees. Overall, HR is responsible for attracting, selecting, and retaining productive employees.

Questions:

1. The process of developing policies, practices, and systems designed to influence employee motivation, behavior, and performance is a responsibility of which business function?

2. What is the process of acquiring detailed information on jobs within an organization?

3. What are KSAOs?

4. When the supply exceeds the demand for labor, HR can start what process?

5. What are some tools used by companies to select employees from a pool of applicants?

6. What are some of the other functions of Human Resources?