



HUMAN RESOURCES MANAGEMENT CATEGORY GLOSSARY

This is a non-exhaustive list of useful terms to know for your category.

Benchmarking - the process of using standards to measure and compare employee, sector, or organizational performance either competitively or against previous years

Grievance - Complaints from employees about violations of in-firm laws

Hiring - The employment of a candidate, following recruitment and selection processes

Human capital - The intangible value of an employee's skills, knowledge, and experience

Human resources - The personnel who work for an organization

Human resources (department) - The department of an organization responsible for managing human resources

Nepotism - Favourable treatment of recruitment candidates who are relatives or friends of current organizational personnel

Norms - Expected but often unstated behavioural regularities in organizations

Recruitment - The process of finding new human resources to fill gaps in the organization

Selection - The process of narrowing down and choosing candidates, after recruitment

Talent management - The management of personnel to assist them in achieving their full potential

Turnover - Loss of talent in the workforce or a specific firm, and replacement

Unions - Organizations that represent the interest of their members, often based on profession

