

## **A COMPREHENSIVE REVIEW ON HUMAN RESOURCE MANAGEMENT PRACTICES**

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### **ABSTRACT**

This paper has been designed to review the existing literature available on HRM Practices. The purpose of this paper is to develop an understanding of HRM Practices and to examine the unique HRM practices implemented by different companies. Human Resource is the most important asset for any organization and it is the source of achieving competitive advantage. Managing human resources is very challenging as compared to managing technology or capital and for its effective management, organization requires effective HRM system. In this paper, an endeavour has been made to provide an overview of various aspects of Human Resource Management practices through the review of existing literature. The sources referred include various journals, books, doctoral thesis, working papers, reports, magazines, internet sites, newspapers etc and has been reflected as references at the end.

**KEYWORDS:** HRM Practices, Innovative Practices, Effective Management, Human Resource, Competitive Advantage