



## **5 P's Of Human Resource Management**

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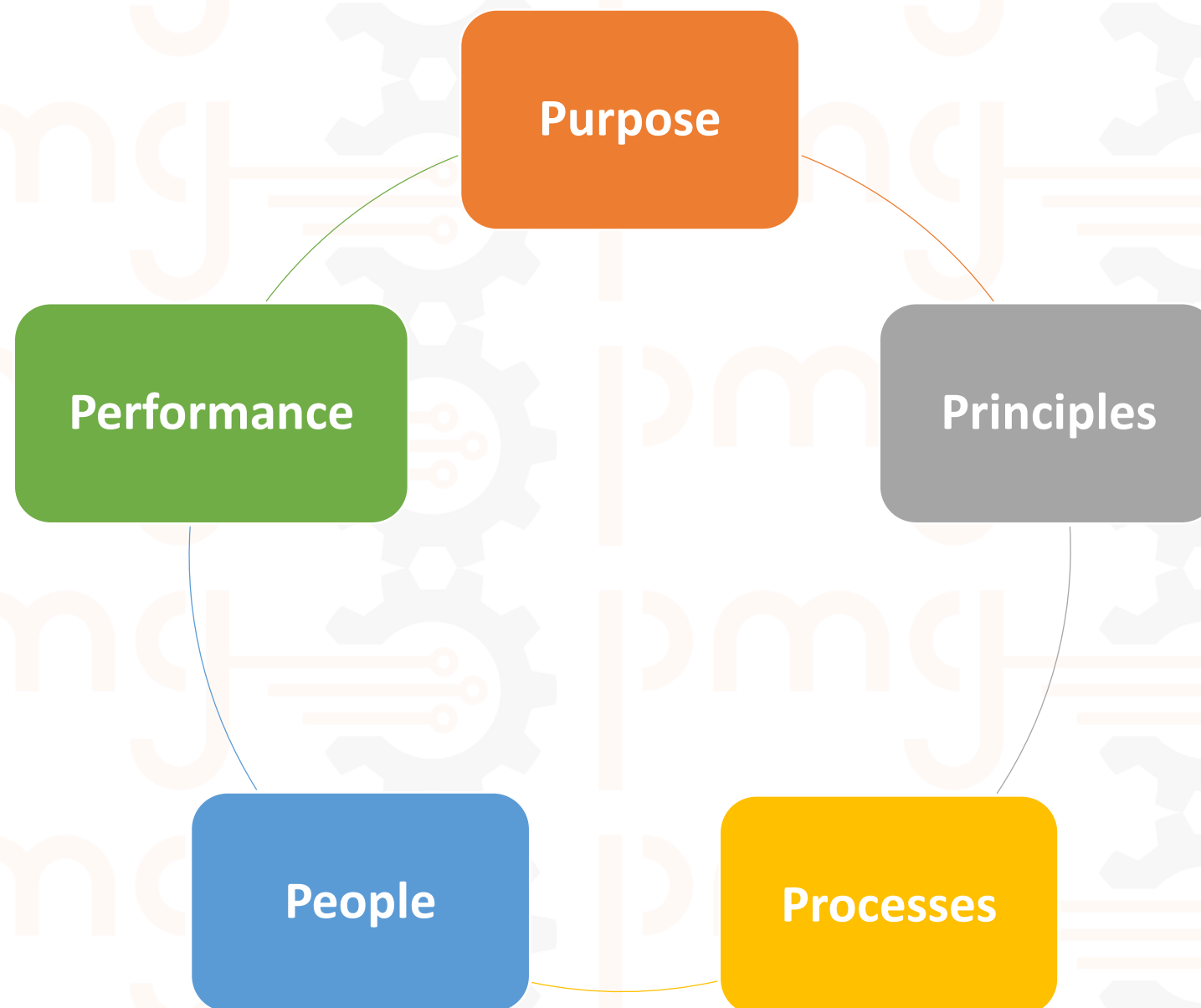
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## 1. Introduction

- The 5P's HRM Model is a form of strategic HRM developed in 1992 by Randall S. Schuler.
- 5P's Model was used by M. G. Pryor, C. White, and L. Toombs in 1998, as a tool for the long-term continuity and progress of businesses, operating with the same components.
- According to the 5P's HRM Model, organizational performance directly depends on the performance of people engaged in processes.



## 2. What are the 5 P's of Human Resource



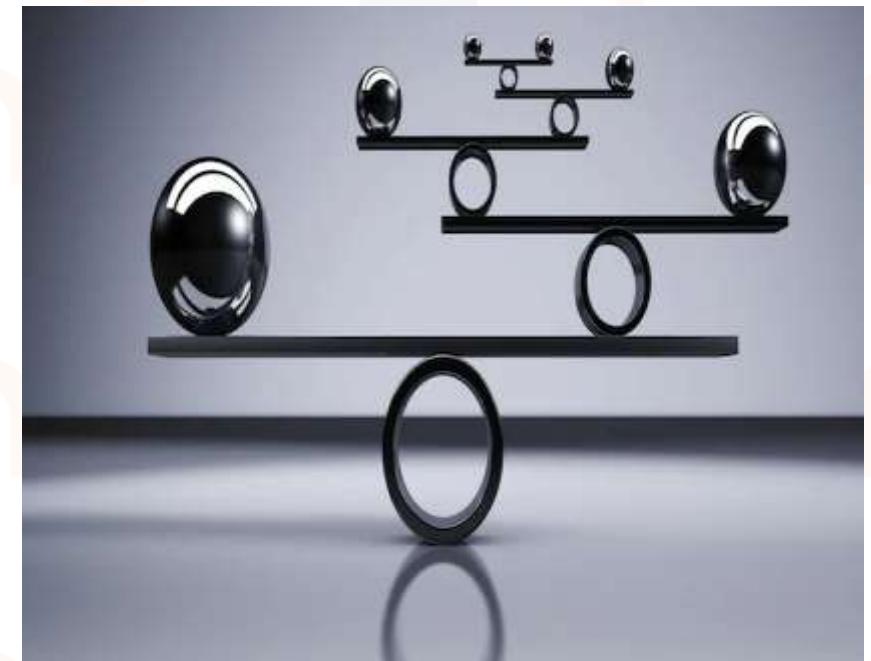
## 2.1. Purpose

- The purpose here means the organization's vision, mission, and primary objectives.
- While setting up any organization, it is important to clearly set the objectives.
- So, the First step of the 5 P's – purpose indicates that what is the purpose of the organization and its mission and vision.



## 2.2. Principles

- Principles are defined as operational protocols set to lead to achieve a purpose.
- There are many ways of doing a thing, but the point is what is the right way?
- There are principles because the right way needs to be understood by the employees to achieve the goal.



## 2.3. Processes

- Processes are the third and main point after setting the principles.
- Setting up the principles requires a correct process to execute.
- If the right process is not designed, there shall be chaos.
- What is important is creating a system, organizational architecture, and method of operation for execution.



## 2.4. People

- People are vital Human Resources.
- If people are not performing, no matter how good principles and processes are, they shall fail.
- People are the biggest resource to any company or organization.
- Organizations are successful because of hardworking employees and contributions.



## 2.5. Performance

- Every organization works for the end result.
- The result might take some time. It is also possible that one gives their best but does not get the output one wants.
- Sometimes there are some environmental factors, but ultimately what one should do is keep trying.



## 3. Conclusion

- The 5 P's Model elaborates on both Global HRM and strategic HRM.
- The 5 P's of HRM should be aligned and balanced, if any company is able to manage these 5 P's guarantees there is a 100% success rate for the organization.
- Balancing 5 P's is not easy as they are integrated with each other.



## 4. Reference

- <https://www.youtube.com/watch?v=zQJPooaJcnk&t=951s>
- <https://inside.6q.io/5-human-resources-models/>
- <https://www.expresshealthcare.in/blogs/guest-blogs-healthcare/5-ps-of-human-resources/401204/>



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