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Written in the early era of Human Resource Management Flippo in his book on Personnel Management centralizes around management functions; "plan, organize, direct, control". Flippo's Personnel Management introduced the subject, and coherently built background

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for achievement of individual, organizational, and social objectives.

~~Personnel Management (Edwin B. Flippo; 1984) – TRGB~~

Edward Flippo states personnel management is the planning, organizing, directing and controlling of the procurement, development, compensation, integration, maintenance and separation of human resources to the end that individual, organizational and social objectives are accomplished.

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Personnel management is the plan, organization, direction, and control of the procurement, development, compensation, integration, and maintenance of employees for the purpose of contributing to the organizational goals, according to Flippo.

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Management is, thus, personnel administration. It is the development of the people and not the direction of things. Managing people is the heart and essence of being a manager. Thus, a Personnel Manager is a manager and as such he must perform the basic functions of management.

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According to Edwin B. Flippo in his book ‘ personnel

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management ' defined " Personnel management is the planning, organizing, directing and controlling of the procurement, development, compensation, integration, maintenance and separation of human recourses to the end that individual, organizational and societal objectives are accomplished. "

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~~Personnel Management definition and it's functions in ...~~

His role can be summarized as : Personnel manager provides assistance to top management- The top management are the people who decide and frame the... He advises the line manager as a staff specialist- Personnel manager acts like a staff advisor and assists the line... As a counsellor ,- As a ...

~~Personnel Management—Definition, Functions, PPT~~

1. " The personnel function is concerned with the procurement, development, compensation, integration, and maintenance of the personnel of an organisation for the purpose of contributing toward the accomplishment of that organisation ' s major goals or objectives. Therefore, personnel management is the planning, organising, directing, and controlling of the performance of those operative

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functions. ” .

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Edwin B. Flippo is the author of Personnel Management (4.00 avg rating, 90 ratings, 5 reviews, published 1979), Principles Of Personnel

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Personnel management (McGraw-Hill series in management)

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Personnel management is an administrative function that involves the planning and organizing, directing and controlling the performance of operational functions in-order for an organization to achieve its objectives (Edwin B. Flippo, Principles of Personnel Management)

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therefore, it involves administrative hiring and developing of employees who become valuable to the organization.

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