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**A Study of HRM Practices in Selected Public and Private
Organizations**

Bandaram Swathi

Research Scholar, Ph. D. in Management, P.K. University, Shivpuri, M.P., India.

ABSTRACT

Human Resource Management (HRM) practices play a pivotal role in shaping the organizational culture and enhancing overall performance in both public and private sectors. In public organizations, HRM practices often focus on adherence to government regulations, equitable treatment, and providing job security. These practices typically include standardized recruitment processes, performance evaluation systems, and comprehensive training programs designed to meet public sector standards and serve a broad range of stakeholders. Conversely, private organizations often emphasize flexibility, innovation, and competitive advantage. HRM practices in private entities may include performance-based incentives, dynamic recruitment strategies tailored to specific business needs, and targeted professional development programs aimed at fostering a competitive workforce. Additionally, private organizations might implement more adaptable work arrangements and advanced technology in HR processes to enhance efficiency and employee satisfaction. Both sectors aim to maximize employee potential and organizational effectiveness, but their approaches differ due to their distinct operational environments and strategic goals. Understanding these variations helps in identifying best practices and potential areas for improvement within each sector, ultimately contributing to the development of more effective and inclusive HRM strategies.