

The Difference Between Traditional HR and SHRM

	HR	SHRM
Actions	Administer manpower	Manage and direct employee efforts to fulfill organizational goals
Behavior	Reactive	Proactive
Approach	Disjointed	Cohesive
Scope	Employee relations	Internal and external relations
Time	Short term	Short, medium, or long — flexible as necessary
Concerns	Capital and products	People and knowledge
Change	Follows	Initiates
Accountability	Cost center	Investment center
Control	Follow policy and procedures in a bureaucratic fashion	Organic/flexible — operate based on business needs and environment

Difference Between Traditional H R M And Modern H R M

Albert A Gayle



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