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HRM Practices

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"HRM practices" are present where ever one should engage in work endeavors. Such organizational activity occurs within both the private and public sectors. Managers within one sector may not be able to simply transfer their experience to another sector. HRM practices involve a three step process of recruitment, selection, and orientation. Within these processes is the occurrence of both psychological and legal contracts which may be dependent on the strength of a signal as defined by signaling theory. It may be the responsibility within HRM practices to create an orientation environment attracting prospective employees. This attraction phase as a psychological contract can become through the process of selection and orientation a binding legal contract.

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