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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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Principles of personnel management (McGraw-Hill series in management) by Flippo, Edwin B. Seller. Better World Books Ltd. Condition. Used - Good. ISBN. 9780070213166. Item Price.

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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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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 functions."

Principles of Personnel Management. International student edition. McGraw-Hill series in management. Tax and Estate Planning Series. Author. Edwin B. Flippo. Edition. 4. Publisher.

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

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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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