

Criteria	Personnel Management	Human Resource Management
Focus	Administrative	Strategic
Role	Employee administration	Employee development and engagement
Scope	Limited	Broader
Approach	Traditional	Modern and progressive
Employee relations	Formal	Collaborative
Communication	Top-down	Open and transparent
Decision-making	Centralised	Decentralised
Job design	Task-oriented	Skills-oriented
Training and development	Job-specific	Career-oriented
Employee motivation	Transactional	Transformational
Performance management	Evaluation-oriented	Development-oriented
Labour relations	Compliance-driven	Partnership-driven
Legal compliance	Minimum legal	Proactive legal

# Personnel Human Resource Management

**Lingjun Ying**



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