

A history of HR

The beginning of **employment rights** and **industrial relations**



1910s

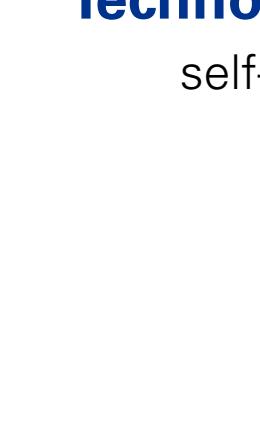
Tata Steel and Ford Motor Company introduce the 8 hour work day

Personnel Management focused on **enforcing rules** and **workforce administration**



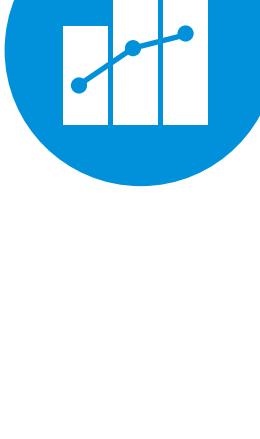
1960s

Rise of Industrial Relations



1980s

Human Resource Management brings an emphasis on employees as assets



1990s

1970s

Maslow's Hierarchy of Needs - a precursor to employee engagement



2000s

Personnel Management adopts social science theory



Early 2010s

The rise of HR outsourcing and offshoring



Late 2000s

Social media and the emergence of Cloud HR



Mid 2010s

Big data and HR analytics

Robotics and the advent of cognitive automation

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