



A study on changing trends in Human Resource Management

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Abstract

This article has focused in various aspects of Human Resource Management. Human Resource Management is the people's dimension in the organization. An organization's success depends on the capabilities of its team members. Human resource management is transforming due to change in labour laws, recent technology and government policies. So, the main purpose of this article is to identify recent trends like talent management, Mass Customization, Technology, Outsourcing and Six Sigma. The basic consideration must be taken by HR Manager in formulating policies, motivation and keeping up the relationship in organization. The role HR manager is evolving with the change in competition market environment. Human Resource Manager plays a most strategic role in the success of an organization.

Keywords: Human resource management, role of HRM, recent trends, managerial trends.

Introduction

Human Resource Management is a process of managing the people resources of an organization, so that the employee and employer will be able to achieve their respective goals and objectives. The main objective of human resource management is to ensure the availability of right people for the right job at the right time so that the organizational goals and objective are achieved effectively and efficiently. It is the most effective use of people to achieve organizational and individual goals. In other words Human resource management is the recruiting, hiring, organizing, directing, and managing an organization's employees. Human resource management means first we have to employ the people, then resources are developed, utilized, maintained and compensate their services in the best manner so that all the requirements and goals can be achieved.

Role of HRM is becoming all the more vital. The role of HR Dept. saw a radical exchange over the duration of years. HR Dept. is to guarantee that the right and the task supplied to them is capable of making use of their capabilities to the most including to self-motivation main to higher overall performance.

Role of Human Resource Manager

Human Resource Manager is responsible for efficient management and utilisation of human resources in the process of achieving organizational objectives, groups, and goals of individual employees. In this process human resource manager offers suggestions and advice to all other managers in the organization, in addition to providing all necessary arrangements. Duties and responsibilities of human resource managers include preparing, modifying and updating job analysis including job description and job specifications as



desired by various line managers. latest developments in job analysis like Advising the line managers regarding the role analysis, broad jobs etc.

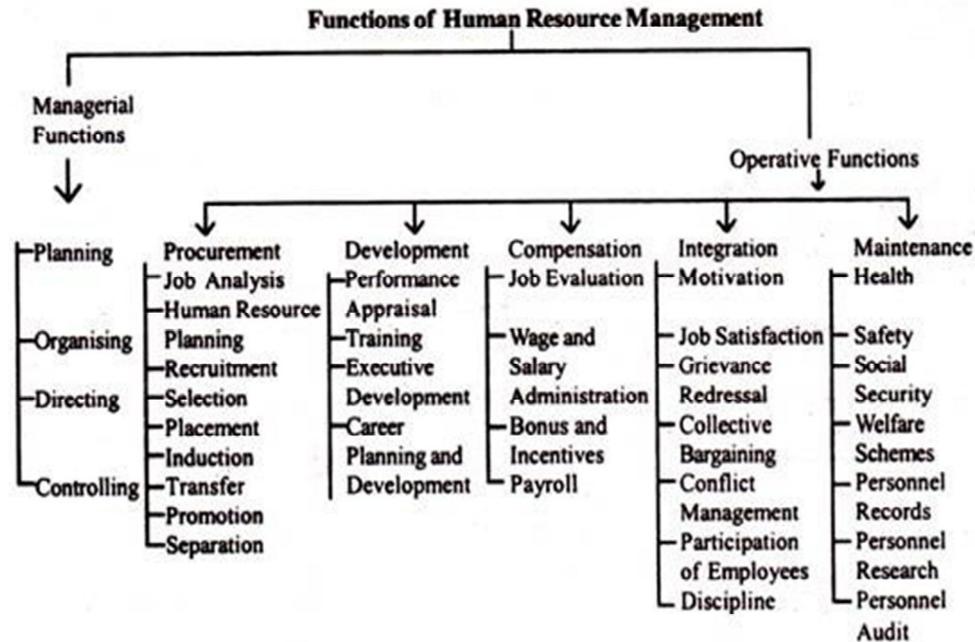


Fig.1. Functions/Activities performed by HRM

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- Helping the line managers in planning for human resources and finalising the human resource plans submitted by various line managers.
- Advising the line managers regarding the impact of multiskilling, down-sizing and de-layering on human resource planning.
- Searching for the prospective employees at various sources and motivating them to apply for jobs in the company.
- Identifying employment agencies and entrusting recruitment function to them, if it is economical and desirable.



- Conducting the induction programmes to the new employees and placing the employees in right jobs.

- Conducting various selection tests and interviews and helping the line managers in selecting the right candidates for various jobs.

- Helping the line managers in identifying the training needs of employees from time to time.

- Fixing and administering the salaries and employee benefits in consultation with line managers.

Introducing various techniques to motivate the employees and guiding the line managers in this aspect.

- Preparing the employees in quality improvement programmes.

- Maintaining close and sound relations with individual employees, employee groups, trade unions etc.

- Conducting collective and individual bargaining meetings to solve employee problems and prevent industrial disputes.

- Administering employee benefit programmes.

- Encouraging the employees to form into teams and develop team culture.

- Assisting the line managers in organising for promotions, transfers and demotions.

- Conducting surveys and research studies regarding job satisfaction, morale, salary and benefit's levels, productivity, employee contributions, employee regularity and advising the management based on with research findings.

- Advising assisting and contributing in formulation and implementation of corporate level and other level strategies.

- The HR professionals are responsible for developing and maintaining the code of ethics for performance management in the organization. Therefore, it must be realized by HR professionals that they should follow certain ethical principles for ensuring the credibility of performance management system in their organizations.

Recent trends in Human Resource Management:

1. Workplace diversity: *Diversity*

in workplace means that a company's workforce includes people of varying gender, age, religion, race, ethnicity, cultural background, sexual orientation, religion, languages, education, abilities, etc. Since diversity in the workplace means that employees will have different characteristics and backgrounds, they are also more likely to have many skills and experience. Consequently, employees in a company with higher workplace diversity will have access to a variety of different **perspectives**, which are highly beneficial when it comes to planning and executing a business strategy.

2. Impact of Globalization: The process

by which businesses or other organizations develop international influence or start operating on an international scale. Globalisation means linking the economy of a country with the economics of the other company by means of free trade, free mobility of capital and labour. It also means inviting Multinational Corporation to invest in domestic economy. Globalization is a process of associated with increasing



openness, growing economic independence and developing economic integration in a worldwide economy. MNC's provide an attraction salary package and good working conditions to efficient and skilled professionals and HRs.

3. Talent management: Talent management is a set of integrated organizational HR processes designed to attract, develop, motivate and retain productive, engaged employees. The goal of Talent management is to create a high-performance, sustainable organization to meet its goals and objectives.

4. Corporate downsizing: Downsizing means a number of challenges and opportunities for hr. In downsizing HRM department plays important role. HRM people must ensure that proper communication should provide during this time. Negative effects of rumours should be minimized and must ensure that individuals are informed with actual data.

5. Improved Applicant Tracking Systems: The vast majority of recruitment involves using Applicant Tracking Systems (ATSs) to coordinate prospective employees. In the past times, HR managers spend hours reading applications, resumes, and cover letters so that they can find candidates that are eligible. With the integration and continual improvement of Artificial Intelligence into Applicant Tracking Systems, it allows HRM people to find candidates using keywords and phrases with minimal human input.

6. Mass Customization: Mass customization is a marketing and manufacturing technique which combines the flexibility and personalization of custom-made

products with the low unit costs associated with mass production. In other words mass customization means made-to-order, or a company's ability to efficiently mass produce products to meet individual wants and needs. HR will customize the marketing tools for customers and they will also develop principles so that the optimum level of customization can be understood in employment relationship. The aim is to provide the customer with custom solutions. In other words, exactly what he or she wants, but to provide this with the same efficiency achieved in mass Customization.

7. Team work: Teamwork is the assignment of work to groups of employees with various talents and skills who interact to assemble a product or provide a service. Teamwork motivates employees to do work with more interest. Teamwork is, when a group of people working together cohesively, towards a common goal and creating a positive working environment and supporting each other to combine individual strengths to enhance team performance.

8. Transformational Leadership: Transformational leadership is of leadership style where leaders encourage inspire and motivate employees to innovate and create changes that will help grow and shape the future success of the organizations. Transformational leaders create something new from old by changing the basic political and a cultural system. HR professional plays the role of Transformational leader.

9. Emphasis on High Quality Standards: Organizations need to provide high quality products and services to retain competitive in today's economy. Total Quality Management is a



process of continuous improvement must be ingrained as a value in an organization. Training programmes must become more effective as time goes on and HR specialists must be willing to learn from their mistakes. TQM may require changes in the structure and management practices of the HR function. HR professionals need to be open to changes in their own organizations.

10. Technology: With the current technological advancement in the future, it has added in new eyes in the face of HRM. Some automatic systems were invented to assist the HRM. These systems help in dealing with a lot of data on a chip apart from having a room full of report shelves. HRM is worried with here is the protection of the information of team of workers, and consequently, it is at the forefront of reaching train personnel in running such systems and growing the integrity of such personnel to handle the sensitivity of the problem. As the technology advances, creates challenges that human Resources Managers must face an organization's workplace has to keep up, or the company risks being left behind as technology save competitors move in. Developing strategies to deal such kind of resistance and formulation of various training programmes to equip employees with the latest technology.

11. Employee Empowerment:

Employee empowerment is a strategy and philosophy that enables employees to make decisions about their jobs. Employee empowerment helps employee own their work and take responsibility for their results. Employee empowerment requires special training programmes, access to information, initiative and confidence on the part of the employee. It

means giving responsibility and authority to employees to make decisions regarding all aspects of product and service development. Managers must be truly committed to allow making the employee take decision.

12. Outsourcing: It certainly method hiring someone from outdoor the enterprise to perform obligations that would be accomplished internally. There are several HR issues with reference to outsourcing, not the least of that is, if employees are likely to lose their jobs even as the work is outsourced, morale and productivity can drop rapidly. To decrease problems, line and HR mangers must paintings together to define and communicate transition plans.

13. Six Sigma: Six Sigma is a disciplined, statistical-primarily based, statistics-pushed technique and non-stop development techniques for removing defects in a product, system or service. Six Sigma can help in identifying areas that have an effect on the external customer. They can also give attention to such aspects as leadership choice & education, enabling employees to attention on lowering the nonviable introduced time. It should perceive excessive potential employees.

Different Managerial Trends:

The Managerial Trends include the different managements and some are explained here. Talent management means the implementation of an integrated strategy or systems designed to increase workplace productivity with the required skills and aptitude to meet current and future business needs. Performance management is the systematic approach to measure the performance of employees. It is a process through which the organization aligns their mission, goals and objectives with available resources. Strategic



management is a process of formulating and implementing strategies that will help in aligning the organization and its environment to achieve organisational goals. Operations Management refers to the ongoing management of daily works of a company, such as technical support, network management. Innovation management is a set of tools that allow managers and engineers to cooperate with a common understanding of processes and goals. It allows the organization to respond to external or internal opportunities and use its creativity to introduce new ideas, processes or product.

Conclusion:

It is concluded that HR practice is becoming more and more challenging day by day; they have to face a lot of problems like retention, attraction of employees, dealing with different cultural people, managing work force diversity. The ultimate aim is to build better human resource management with the help of human resource outsourcing. The function of the HR manager ought to parallel the wishes of the changing organization. Successful organizations are getting more adaptable, resilient, quick to trade guidelines, and consumer-centered. The HR dept. needs to create an aggressive advantage by using constructing strong agencies, strong leaders, managers, robust teams, & personnel. HR Dept. does this in a measurable way. HR dept. of nowadays want to be expertise of tomorrow.

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