



Recent Trends and Challenges Faced in Human Resource

Management: A Theoretical Analysis

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Abstract

Human Resource Management is defined as the formal system formulated for managing people within an organization. The roles and responsibility of the HR manager falls under three broad areas, namely staffing; defining/ designing work and employee compensation & benefits. A firm's success depends on the capabilities of its members, i.e., its human resources. In short, human resources are the life blood of any organisation. Despite of the growth of technology in business organization, human resources plays a significant role. This paper is an attempt to study the recent trend in HRM and the challenges faced by the business organizations.

Keywords: Human Resource Management; Organization; HR manager; Capabilities; Technology; Trends; Challenges.

INTRODUCTION

HR management plays an imperative job in any business organization and is given a lot of importance, individuals are the most significant assets in an organization. With the expansion in rivalry, locally or internationally, organizations must turn out to be progressively versatile, strong, dexterous, and customer centered to succeed. In this competitive environment, the HR proficient needs to update themselves to turn into a vital accomplice, a representative support or advocate, and a change coach inside the organization. So as to succeed, HR must be business-driven with a careful comprehension of the organization's huge picture and have the capacity to impact key decisions and policies. As a rule, the focal point of the present HR Manager is on key talent management and employee retention. HR managers should act as mentors, guides, tutors, and progression organizers to help persuade employees and their loyalty. The HR administrator will likewise advance and



battle for values, morals, convictions, and otherworldliness inside their organizations. The administration of HR is mind boggling and risky in light of the fact that the people as laborers scarcely adjust or intentionally grasp the targets of the organization. As people, the workers have needs, yearnings, inspirations, wants furthermore, interests which impact their conduct at work however shockingly these goals are now and again in strife with the corporate targets of the endeavour. In accommodating this clashing interests Human resource Management and Planning are valuable apparatuses utilized in orchestrating the necessities of the workers with the objectives and targets of the organization consistently. More or less, the essential undertaking of HRM is to guarantee that the organization HR are exploited and managed successfully. HR specialists are burdened with the obligation of planning and executing strategies and programs that will boost human capacities and improve the organization's overall competence.

OBJECTIVE OF THE STUDY

The primary objectives of this study are:

- To identify the recent trends in Human Resource Management
- To study the challenges faced by the Human Resource Management.

SIGNIFICANCE AND SCOPE OF THE STUDY

This study benefits the reader, i.e. HR manager, professional, organization head, academician and so on, to understand the recent trends in HRM and also helps them to know the challenges faced by HRM. As a result, the reader can take necessary steps to overcome these challenges by planning and implementing effective and efficient strategic policies.

RESEARCH METHODOLOGY

Secondary data are used to design this research. Data are collected from various sources such as, books, magazines, published and unpublished journals, internet and so on.

RECENT TRENDS IN HUMAN RESOURCES MANAGEMENT



♣ **Globalization**

Business today doesn't have national limits – it stretches far and wide. The ascent of worldwide enterprises puts new prerequisites on human resource management. The HR office needs to guarantee that the fitting blend of representatives as far as information, aptitudes and social flexibility is accessible to handle worldwide assignments. So as to meet this objective, the organizations must train people to meet the difficulties of globalization. The representatives must have working information on the language and culture (in terms of qualities, ethics, customs and laws) of the host nation.

Human Resource Management (HRM) should likewise create instruments that will support multicultural people cooperate. As foundation, language, custom or age contrasts become progressively pervasive, there are signs that worker strife will increment. HRM would be required to prepare the board to be progressively adaptable in its practices. Since tomorrow's laborers will come in various hues, 'nationalities etc, administrators will be required to alter their way of life. This will require directors being prepared to perceive contrasts in laborers and to acknowledge and even commend these distinctions.

♣ **Work-force Diversity**

In the past HRM was impressively easier on the grounds that our work power was strikingly homogeneous. The present work power involves individuals of various sex, age, social class sexual direction, values, character attributes, ethnicity, religion, training, language, physical appearance, conjugal status, way of life, convictions, belief systems and foundation qualities, for example, geographic starting point, residency with the organization, and financial status and the rundown could go on. Decent variety is basically connected to the organization's key course. Where assorted variety thrives, the potential advantages from better innovativeness and choice making and more prominent advancement can be accumulated to help increment organization's aggressiveness. One method of accomplishing that is through the organization's advantages bundle.

This incorporates HRM contributions that fall under the heading of the family agreeable organization. A family agreeable organization is one that has adaptable work routines and gives such worker benefits for example, kid care. Notwithstanding the decent variety brought



Think India Journal
ISSN: 0971-1260 Vol-22, Special Issue-21
National Conference on
Recent Advances in Commerce, Management and
Computer Science (NRCACMC-2020) sponsored by
Department of Commerce, VEL TECH RangaSanku Arts College,
Avadi, Chennai-62
Held on 4th January 2020



by sex and nationality, HRM must know about the age contrasts that exist in the present work power. HRM must train individuals of various age gatherings to successfully oversee and to manage one another and to regard the decent variety of perspectives that every offer. In circumstances like these a participative methodology appears to work better.

♣ **Changing Skillrequisites**

Recruiting and developing skilled human resource is significant for any organization that is anxious about intensity, efficiency, quality and dealing with an assorted work power viably. Aptitude insufficiencies convert into critical misfortunes for the organization as far as low quality work and lower profitability, increment in representative mishaps and client protests. Since a developing number of occupations will require more training and more significant levels of language than current ones, HRM experts and pros should convey this to teachers and network pioneers and so forth. Key human asset arranging should cautiously gauge the ability lacks and deficiencies. HRM division should devise reasonable preparing what's more, transient projects to connect the expertise holes and inadequacies.

♣ **Corporate Downsizing**

At whatever point an organizationendeavours to delayer, it is endeavouring to make more noteworthy effectiveness. The reason of scaling down is to decrease the quantity of laborers utilized by the organization. HRM office has a significant task to carry out in cutting back. HRM individuals must guarantee that appropriate correspondence must happen during this time. They should limit the negative impacts of bits of gossip and guarantee that people are kept educated with true information. HRM should likewise manage real cutback. HRM dept is vital to the scaling back dialogs that need to occur.

♣ **Improvement Programs**

Constant improvement programs emphasis around the long-haul prosperity of the organization. It is a process whereby an organizationcentresaround quality and assembles a superior establishment to serve its clients. This regularly includes a companywide activity to improve quality and efficiency. The organization changes its tasks to concentrate on the client



and to include laborers in issues influencing them. Organizations endeavour to improve everything that they do, from employing quality individuals, to authoritative paper handling, to meeting client needs.

Sadly, such activities are not something that can be effectively executed, nor directed down through the numerous levels in an organization. Or maybe, they resemble an organization wide advancement process and the process must be acknowledged and bolstered by top administration and driven by community-oriented endeavours, all through each portion in the organization. HRM assumes a significant job in the usage of nonstop improvement programs. At whatever point an organization sets out on any improvement exertion, it is presenting change into the organization. Now organization advancement activities overwhelm. In particular, HRM must get ready people for the change. This requires clear and broad correspondences of why the change will happen, what is not out of the ordinary and what impact it will have on workers.

♣ **Re-engineering work processes for improved productivity**

Though constant improvement activities are certain beginnings in huge numbers of our organizations, they ordinarily centre around continuous gradual change. Such activity is instinctively engaging – the consistent and perpetual pursuit to improve things. However numerous organizations work in a domain that is dynamic facing quick and consistent change. Subsequently ceaseless improvement projects may not be in the best enthusiasm of the organization. The issue with them is that they may give an incorrect feeling that all is well with the world. Continuous steady switch abstains from looking up to the likelihood that what the organization may truly require is radical or quantum change. Such intense change brings about the re-designing of the organization.

Re-engineering happens when over 70% of the work forms in an organization are assessed and modified. It requires authoritative individuals to re-evaluate what work ought to be done, how it is to be done and the most effective method to best execute these choices. Re-designing changes how organizations do their business and straightforwardly influences the workers. Re-designing may leave certain workers baffled and furious and uncertain of what's in store. As needs be HRM must have systems set up for representatives to get fitting course



of what to do and what's in store just as help with managing the contention that may permeate the organization. For re-designing to produce its advantages HRM needs to offer aptitude preparing to its workers. Regardless of whether it's another procedure, an innovation upgrade, working in groups, having more choice making authority, or something like that, representatives would require new aptitudes because of the re-designing procedure.

♣ **Contingent workforce**

A significant part of the cutting-edge workforce are the contingent workers. Contingent workers are people who are regularly procured for shorter timeframes. They perform explicit assignments that frequently require uncommon occupation abilities and are utilized when an organization is encountering noteworthy deviations in its work process. At the point when an organization settles on its vital choice to utilize a sizable segment of its workforce from the possibility positions, a few HRM issues go to the bleeding edge. These incorporate having the option to have these virtual workers accessible when required, giving planning alternatives that address their issues and settling on choices about whether advantages will be offered to the contingent work force. No organization can make the change to a contingent workforce without adequate arranging. In that capacity, at the point when these vital choices are being made, HRM must be a functioning accomplice in these dialogs. After its whole HRM office's duty to find and bring into the organization these brief laborers. As brief laborers are gotten, HRM will likewise have the duty of rapidly adjusting them to the organization. HRM will likewise need to consider to how it will draw in quality substitutes. This is here and there done on consultancy premise. Consultancy work is frequently a brief span premise and to re-develop the organization's activity such a workforce of consultancy is fundamental.

♣ **Mass Customization**

There is a great deal going on as of now inside HR concerning mass customization, the ideal mix of large-scale manufacturing with customization. We've seen organizations putting together work courses of action with respect to learning styles and characters, enabling representatives to pick between lower base compensation and higher rewards versus higher



base compensation and lower rewards, and changing from profession stepping stools with a straight shot to the top to profession cross sections where a sideways move is viewed as a decent vocation move. Here, HR has worked superbly of applying HR standards to its own conventional useful procedures.

HR should take the devices of promoting around customization for buyers and customers and applying them to the undertaking of ability division. The key is to streamline. At one outrageous, an individual business bargain for each individual would be disordered. At the other outrageous, characterizing reasonableness as "same for everybody" dangers missing significant advantages of customization, and in reality, might be useless and out of line. Therefore, HR ought to create standards for understanding the ideal degree of customization in the work relationship. Also, on the grounds that customization will regularly imply that various gatherings of workers get diverse work courses of action dependent on their needs or the way they contribute.

♣ **Technology**

With the current technological progression and its projection later on, it has gotten new eyes even with HRM. Various computerized frameworks have been invented to help in the HRM of which they are viewed as simplifier of HR works in organizations. Enormous or worldwide organizations utilizing a portion of the HR data frameworks are procuring enormous. You don't need to remain in a specific area to carry out your responsibilities yet you can do on a portable premise. technological frameworks help in dealing with a ton of information on a chip other than having a room brimming with document racks.

♣ **Health**

With the development of the health clubs and fitness centres together with the requirement for having solid workforce, it has emerged that HRM needs to move to another progression like subscribe in for its workers to such clubs, paying medical coverage administrations for the staff. This isn't just a profitability methodology yet additionally a system used to pull in and hold valuable workers.

CHALLENGES FACED BY HRM



Recruitment and selection: Finding a right candidate for the job from an enormous number of candidates is an essential issue for the human asset supervisor. Even if they find the right candidate, they will have to give proper training to get quality outcomes.

Emotional and Physical Stability of Employees: Furnishing with the wages and compensations to representatives isn't adequate in this day and age. The human resource chief ought to keep up legitimate emotional equalization of representatives. They should attempt to comprehend the demeanour, prerequisite and sentiments of workers and spur them at whatever point and any place required.

Harmony among Management and Employees: The human resource manager has an obligation to adjust the interest of the board and workers. Benefits, responsibility, collaboration, devotion, and genuinely are the components expected by the executives, though better pay rates and wages, wellbeing and security, sound working condition, vocation advancement and participative working are the elements expected by representatives from the board.

Managing 5 R's: In most recent century with the changing job of HR supervisors, the 5 R's are getting significant in the accomplishment of each association. Today the directors need to take additional consideration of all these R's to be specific Resourcing, Recruiting the correct ability, Retaining the ability, Retraining and Restructuring.

Training, Development and Compensation: A well planned execution of training programs and career development programs is required to be embraced to hone and upgrade the capabilities of the representatives. Remuneration as pay, extra, remittances, motivators and perquisites are necessary to be paid to the employees. A work or letter of thankfulness is additionally to be given, if some of them have carried out their responsibilities past desires to keep their spirit up.

Performance Appraisal: On the off chance that representatives are not getting appropriate criticism from them, it might influence their future work. A logical examination system as indicated by changing needs ought to be applied and the nature ought to be checked from time to time.



Managing Trade Union: Trade Union has to be managed skilfully as they are typically the individuals who restrict the organization approaches and methods. Requests of the organization and interests of the management ought to be coordinated appropriately

Change Management: This is one of the biggest challenges for HR professionals, as generally this is not considered as the focal point of training and development. A HR manager should constantly attempt to move the business forward by adapting to the changes.

Leadership Development: This is one of the critical strategic initiative of the HR manager. This is generally considered as the second difficult task of the HR professional.

HR Effectiveness Measurement: HR likewise need to measure the outcome in terms of transactions, as well as the positive impact on a business. Using measurements to decide adequacy is a start of a move from seeing HR's job as absolutely regulatory capacity to see the HR group as a genuine vital accomplice inside the business.

Retaining and Rewarding Talented Candidates: Around 59% of HR experts accept that retaining talented employees in the upcoming competitive market is one of the major challenges of HRM.

Developing Future Leaders: With developing alternatives for top performing competitors, businesses are in an extraordinary jitty over in what manner will they fabricate the future mainstays of the organization. The rising representative turnover rate is giving scouts actually an intense time with executing practices to improve worker commitment and make them remain for long in the organization. Over 52% HR individuals have a genuine worry over working people to come hierarchical pioneers.

Setting up Healthy and Cooperative Corporate Culture: Corporate culture has gotten one of the central factors recently. Lifting market requests makes organizations work more to develop, extend and continue inside the unstable market situations. This, in this manner legitimately or on the other hand in a roundabout way influences the hierarchical culture, as each asset is over-busy with heaps of work that may influence the solid work culture at office driving more to conflicts or office tumult.

Attracting in Top Talent to Organization: During any prospective employee meeting, an up-and-comer's main responsibility is to offer himself to the selection representatives.



Additionally, the selection representatives too need to sell themselves before the competitor. It is presently progressively significant as the ability deficiency is making each organization endeavour to get the best ability and become the most favoured decision among accessible choices. Around 36% selection representatives feel that it is the need of great importance to build up a corporate culture that will draw in best contender to your organization.

Raising Human Capital Investments: Around two-fifth of HR experts demonstrate that the greatest test for the coming decade will be gaining human capital and improving human capital ventures. On profoundly investigating the difficulties, one thing that is clear is that the most troublesome test that will manifest is holding great representatives and drawing in best competitors. This involves HR experts need to create ability the board strategies that can viably contribute in pulling in, holding and remunerating top performing workers. Be that as it may, what the organizations can accomplish for countering this aptitude lack and guarantee that they discover right competitors? Here are the significant reactions to this...

Clear and Transparent Work Culture and Open Leadership: Workers request it enormously, however are seen infrequently! That's true! organizations neglect to set up a culture of clear and transparent work correspondence or open administration that some place influences the worker resolve and his devotion to work. 37% have demonstrated that if correspondence boundaries are expelled, at that point the organization can draw in more up-and-comers.

Career Advancement Opportunities for Employees: On the off chance that the organization pays attention to employees' career advancement and endeavours to work for it too, at that point certainly you can sparkle out over your rivals who are additionally hoping to snatch gifted possibilities for similar employments. Around 26% experts have demonstrated this as an issue and main consideration for expanded whittling down rate.

Better Compensations: Without a doubt, cash matters. Organizations need to pay a good amount of compensation to its employees to reward them.

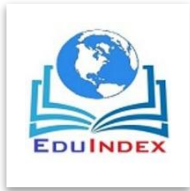
RECOMMENDATION & CONCLUSION



From the perspective of 21st century HRM development, the globalization has numerous ramifications for the organizations that may involve the decent variety of societies. The HRM in the present time needs to mount the skill, mentality and capacities that are expected to increase focused edge on worldwide scale. It is prescribed that organizations must put endeavours to adjust their HR forms proficiently with hierarchical objective on more extensive point of view. Last however not the least, HR must be on a constant pay special mind to inventiveness and development as it is known to be the way to progress.

It depends profoundly on HR to confront the difficulties of globalization presented by 21st century which has given a totally new look to organizations. The organizations have developed savvier in utilizing innovation consequently it is critical to receive all changes. The job of HR has been moved towards turning out to be vital accomplices of organization which thusly powers HR to facilitate with all the capacity and offer help in different exercises like pulling in and holding the best ability, creating hierarchical structure, prepare and retrain workers. As organizations develop by procurement and merger, they make different HR gatherings. One methodology is that the HR bunches in different pieces of the organization may build up their skills in a particular space and can satisfy the needs of the bigger organization in that area. HR bunches that work as such locate each other as accommodating resources as opposed to rivals which will increase elevated level skills in various zones.

In 21st century, the HR has the handle numerous difficulties like; change the executives, peace promotion, overseeing multi-generational workforce, overseeing 5R's, workforce decent variety, globalization, finding some kind of harmony, progression arranging and so forth. It is the obligation of HR to increment authoritative productivity and viability by including esteem and increasing aggressive edge over contenders for a long-haul endurance in complex and profoundly dubious commercial centre. It is obviously the ideal opportunity for a quantum jump in the field of human asset. HR expert can contribute in this progress by finding a way to address the difficulties of authoritative change; they can serve to discover approaches to quantify HR esteem for the organization. Last however not the least; they can direct critical research identified with human resources and their exhibition in future organizations.



Think India Journal

ISSN: 0971-1260 Vol-22, Special Issue-21

National Conference on

Recent Advances in Commerce, Management and Computer Science (NRCACMC-2020)

sponsored by
Department of Commerce, VEL TECH RangaSanku Arts College,

Avadi, Chennai-62

Held on 4th January 2020



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