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A STUDY ON THE CONCEPT OF HUMAN RESOURCE MANAGEMENT

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ABSTRACT

The human resource management (HRM) is a positive centrally planned management activity which is different from conservative personnel supervision. So now a day's Human resource is measured as the back of any economic activity. In recent years the economist has introduced Human resource in addition to land, capital and technology as the key aspect for establishing and developing the economy as a whole. The HRM is a rising concept. Economic circumstances in India are undergoing a fundamental structural modification influencing all phases of life. Physical, behavioral and emotional differences among people have grown with frequent changes occurring in the management process of the companies or enterprises. These have propositions in the plan of recruitment, selection, training & development, compensation, performance appraisal, promotion and transfers, succession planning etc., are becoming complicated for execution due to poor indulgent of staff management by the employees so it symbolize a new model of HRM has been focused on the HR plans and practices adopted in company related to HRP Recruitment, Performance Appraisal, HRA, etc. The achievement of the company is solely based on the Human Resource Policies and Practices.

KEYWORDS

Human Resources management, Human resource, Personnel management, Human Resource Management trends.

INTRODUCTION

The source of the function is in those organizations which invented 'welfare management' practices and also in those that used the principles of scientific management. Since 1990 due to liberalized government policies, Indian situation began to transform. Human resource is a comparatively new era management phrase having been coined in the 1960s. Industry scenario is gaining importance of HRM in both business and social life. The industry climate brought in the stir of liberalization, globalization, modern technologies, extension in Knowledge and innovation in information technology is making managers to face a complex and demanding situation (Davis, 1995). Indian organizations are nurturing to become aggressive to meet worldwide pertinent standards. The rising emphasis on privatization has warranted a new centre in terms of result orientation, long-term strategies, consumer focus, and proposal. The HRM has appeared and evolved as one of the mainly important parts of organizational Science and practice. It has not been urbanized in isolation, but rather in the condition of business change and economic growth. The uniqueness of the Human Resources approach requires a completely dissimilar type of concentration from managers. The HR has features that offer the biggest confront as well as occasion. A company's HR is delicate with because of random contributions and permanency is vague (Guest, 1991).

Human resource became one of critical driver for expansion and change. As the perspective of management in the direction of its employees began to modify, role and input of human resource as a talent pool also become so critical that most of the organizations started to focus their idea and mission statements on the people who contribute for them. With the roar in the technology sector in 2000, better ways of attracting, recruiting and controlling resources in the companies also started to appear.

Human Resource Management as a task of management has come a long way. The conventional concept of HRM, Personnel management is a idea that can be suitably related to the old model of organization, is self-important in character, with less flexibility, and higher level of centralization and formalization, i.e., obedience to rules and regulation. HRM, on the other hand means to the overall beliefs about the organization and how individuals should be controlled or supervised and is not just confined to certain precise functions. HRM concentrates on equivalence and obligation instead of fulfilment and control. The scope of HRM is certainly very vast and wide to study and explore. It contains all actions beginning from manpower development till employee departs from the organization. This study thoroughly attempts to confer the concept and Objectives of HRM and tendency along with the Challenges in HRM.

OBJECTIVES OF HRM

The chief objective of HRM is to make sure the accessibility of right personnel for right jobs at right time so as the organizational tasks are achieved effectively and efficiently. This main objective can further be separated into the following:

- To assist the organization to accomplish its goals in time by offering capable and stimulated employees.
- To make the most of the accessible human resources successfully.
- To enlarge the employee's job contentment and self- actualization.
- To expand and uphold the class of work life which makes service in the organization an attractive job.
- To maintain moral policies and behavior throughout the organization.
- To set up and maintain friendly relations between employees and organization.
- To bring together individual/ group goals and organizational goals.

HUMAN RESOURCE MANAGEMENT TRENDS

In organizations, it is significant to conclude both current and future organizational requirements for both present employees and the contingent personnel in terms of their technical abilities, competencies, elasticity etc. The study requires thoughtfulness of the internal and external aspects that can have an upshot on the resourcing, growth, motivation and maintenance of employees and other workers. The external factors are those mainly out-with the control of the association and comprise issues such as the economic climate, current and future tendency of the labor marketplace e.g. skills, learning level, government savings into industries etc. On the Rising Trends of Human Resource Management (With Special Focus on Information Technology Industry) other hand internal influence are broadly within the supervision of the organization to forecast, decide and monitor, for example the organizational culture underpinned by

administration behaviors (or style), environmental climate and the approach to fair and corporate social responsibilities. In order to know the business situation in which any organization works three major trends should be considered: Demographics – It is the features of a population/workforce, for example, age, sex, race or social class. This kind of trend may have an effect in connection to retirement fund offerings, cover packages etc.

Diversity – It means the difference within the population/workplace. Changes in culture now mean that a larger section of organizations are made up of older employees in contrast to thirty years back. Advocates of "workplace diversity" merely explain an employee base that is a parallel reflection of the make-up of people insofar as race, sex, sexual orientation, etc.

Expertise and aptitude - As industries shift from blue-collar to more white-collar professions, so does the need for more extremely skilled graduates. If the market is "tight" (i.e. not enough staff for the jobs), employers will have to struggle for employees by offering financial rewards, community investment, etc.

EMERGING HR TREND IN INDIA

A glance at the tendency in supervising people in this changing industry reflects that Attracting, Managing, Nurturing capacity and Retaining people has appeared to be the single most vital matter in lieu of the huge opportunities offered by the market. The new version of talent is the information professional that is original, business survey, rapid on the uptake, has an intuitive ability to network, and possessing uncontrolled objective. They are driven by an urge to try-out, check new boulevards that can spur their originality. The information professional will incline to an organization that is elastic, has strong values, a healthy performance ethic and offers challenging work on newest technology. This has directed to companies proactively obtaining measures on three fronts. First, companies make an organizational atmosphere where talent can bloom. Second, they place systems that aid unleash their latent and third, they construct a prize and acknowledgment device that provides worth for people.

EMERGING CHALLENGES IN HUMAN RESOURCE MANAGEMENT

The spread of technology and modifications in the business situation has increased the significance of human resources in the current world. The most important challenges facing human resources happen because of these human resource activities to a main strategic purpose.

MAINTAINING PRODUCTIVE ORGANIZATION

There is a demanding task of maintaining a creative organization. Here, efforts may be made to consider the emerging measurement related to the imbalanced age arrangement of the human resources in the future. This necessitates obedience to a intended strategy for rejuvenation of manpower in a phased manner. The expected allocation of workforce can be assessed by means of a "manpower renewal forecast model". Based on this analysis of possible manpower problems, youth may be inducted into the personnel where imbalanced age composition is likely to occur.

MANAGING TEAMS

Team building—activities aimed at recuperating the internal work and relationship processes of teams—asks attention to both job and interpersonal relationships. In team building, organizations relate the principles of group dynamics to choose balancing members, bear more consistency, and supervise stages of group development, and establish productive norms that support high performance. Membership in teams is based on skill in areas that are essential for job attainment. Self-assurance is the key to team members' pledge to a common goal, mutual responsibility, and group effort. Trust is built on six mutually dependent aspects: the sincerity of the members; open communication; mutual respect and support; fairness and neutrality; potential and hard work; and return for combined efforts. Moreover, clear goals are a obligation for efficient teamwork.

MANAGING DIVERSITY SCENARIO

Managing diversity means preparing and executing organizational systems and practices to control people so that the possible merits of diversity are maximized whereas its potential demerits are minimized. The aspects of workplace diversity contain age, civilization, gender, physical abilities, race, sexual orientation, geographic location, earnings, marital status, religious beliefs etc.

Diversity is going to be significant matter for the H.R. manager as many young workers in the work force is mounting, more women are connecting to the workforce, increased mobility, general international careers and international practice is becoming a precondition for managerial positions. Employees now favour high remuneration jobs in multinationals and other private sector concerns. The percentage of old employees is rising due to improved medical and health care. With the enlargement of trade unions, employees have become more aware of their right in the organisation. New personnel comprise worker, which have an aspiration for higher degree of sharing and paths for self-fulfillment. Percentage of professional and procedural employee will amplify in relation to blue colour workers. Human resources will be taken as investments, which will emerge in balance sheets of business group in future.

ADAPTATION OF TECHNOLOGICAL CHANGES

There is a challenging duty of adapting workplace to quick technological changes which manipulate the nature of work and create obsolescence. Therefore, the HR managers will be required to execute the subsequent tasks:

- a) Uphold human resource ability through training and development sessions
- b) Make sure a match between machinery and people for its best utilization throughout job design
- c) Organize substitute careers during training of employees displaced by technology
- d) Modernize the new candidates to the workforce with the skill used at the job through a quicker relationship between business and educational institutions; and
- e) Boost the efficiency of non-manufacturing jobs.

MANAGING GLOBALIZATION

Globalization obliges organizations to shift people, ideas, products and knowledge around the globe to meet local needs. It is one of the main dramatic challenges facing as they go into the twenty-first century that is how to fight against overseas firms, both domestically and out of the country. Lots of companies are already being forced to imagine globally, something that doesn't approach easily to firms long accustomed to doing trade in a large and expanding domestic market with insignificant foreign competition. Weak response to international rivalry may be resulting in rising layoffs every year. Human resources can play a significant role in a business's ability to fight head-to-head with foreign producer's. New and significant elements must be added to the mix while developing strategy: unstable political situations, controversial global trade issues, variable exchange rates and unknown cultures.

MANAGING CHANGE

Many organizations facade an random environment in which modification is almost steady. If they are to stay alive and flourish, they need to become accustomed to change rapidly and efficiently. Human resources are almost always at the heart of an efficient reaction system.

Change takes the outline of managerial restructuring, mergers and acquisitions, right sizing, executing outsourcing, offering telecommuting opportunities for members of staff. Focused change interference increases output, improves managerial communications, improves procedure efficiency, improve quality, and raises employee confidence.

The challenges linked to change for HRM comprise:

- serving employees conquer resistance to change by convincing them about the better picture
- give leadership for the change procedures.
- ensuring steadiness of systems and processes throughout the change procedures
- Equipping employees to tackle with the modified realities.

CHANGING WORKFORCE PROFILE

Over the period of time Indian labor strength has changed radically, earlier it was employees who used to do such task which is job claim and expectation based now the new HR employees has come up with additional skills and advanced expectations. To understand such labour force The HR department needs to shift towards a more comprehensive corporate culture and expand a deep understanding which includes demographics, expertise sets, personality attributes and employee perspectives on the association and society. Now organizations are hiring more youth then developed ones with the varying profile of employees their

potentials have also transformed they expect better reimbursement and working facilities consequently these are challenge before HR department to have practical job glance so as to avoid impractical expectation and design a appropriate withholding strategy and expand class of work life.

PROGRESS IN TECHNOLOGY

A number of important changes take place in technology almost every day. In order to make use of the most recent technology, the appointment of appropriate types of persons is needed. "Information age" connects to computer-generated and mediated information and networking. One of the allegations of the increase in information and the easiness, with which it can be reached, is an essential change in the function of middle level managers in overseeing human resource.

CONCLUSION

The premature part of the century saw a anxiety for enhanced efficiency through careful plan of work. Throughout the middle part of the century stress shifted to the employee's efficiency. Recent decades have concentrated on increased apprehension for the quality of working life, total quality management and worker's contribution in management. These three parts may be termed as wellbeing, growth and empowerment.

Administration of human resources is not the only job of personnel department. It is chief action of every manager. Every manager in the organization is liable for the recruitment, selection, development and upholding of human resources. The HRM simply helps them or directs them by training a variety of policies and programmes. Thus, Human Resource Management should be related to planned goals and objectives in order to get better business routine and build up organizational cultures that promote modernization and elasticity.

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