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FUTURE CHALLENGES OF HRM IN CORPORATIONS OF U.K. IN THE GLOBAL VILLAGE CONTEXT

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ABSTRACT

Human Resource Management starting from the East India Company of U.K. days has challenges to face. Corporate challenges were under control for some time in the late 19th century for the HR professionals. The beginning phase of 21st century has brought many dynamic challenges for the corporate houses globally and for the developed world in particular where the life ratings are high. U.K. is such an example of the developed world which in return has enormous dynamic changes adherences. Time is changing with several factors to influence the decision making in the corporate world. Reforms are no more processes rather demands of the time in business with transformational trends which are the reformation of the existing provisions in the firms of any technology. Gone are those days of technology supremacy of the business world with availability of alternatives and indigenous price sensitive options in any part of the developed world. Trade is no more a big challenge rather the manpower is, at a stage the transformation is moving at a fast pace towards global village with partnerships from the developing and the underdeveloped world. Knowledge and knowledge providers have the edge over the current competitions in the corporate business sectors. U.K. has the deficiency of management of knowledge in the specialised industrial platforms. Role of HR in organising this portfolio is and will be a big challenge in the industrial ecosystem and the business environment. HR functions of the firms are heavily dependent on the HR consulting firms for strategic decision making and knowledge management of the ecosystem. Future packed challenges has the possibility of examination of time framed studies rather the focus of long run studies. A decade do stands substantially as the focal points of preparing and facing the HRM challenges in the business environment of U.K., a developed world.

KEYWORDS

Transformational Reformation, Industrial Eco-System, Global Village, Knowledge Management, HR Challenges.

INTRODUCTION

Human Resource Management (HRM) standing in the management of change is vital with constraints. Dynamism as game has been taken out normally by other streams and divisions of management in any corporate change. Changes world over has happened with emphasis to the quality, productivity, strategy and marketing at large as the business history is concerned for the last thirty years. HRM has its normal terms or the process itself redefines its strategy to be treated as prime functioning in the current decade. Technology is redefining the status of business; especially the communication is the prime pipeline of change process. CRM, e business, out sourcing, social networking, network marketing etc. are bringing new dimensional changes to the concepts of business worldwide. Optimisation of profitability, professional developing trends, quality enhancement with flexibility in work culture has added the new thought and strategic processes to the HRM functioning. In the phases of challenges HR globally will have the marking challenges in the developed world. U.K. being the pioneer of the global language of trade and a part of the Western Europe is more susceptible to these dynamic challenges. Functional practices of HR in future will be of more of technology and scores by quantification as the world of management moves further. Being a developed country, U.K. has syndromes of high per-capita income, lowering exports, heavy dependence on out sourcing, missing professionalism in the growth processes, banking heavily on international trading, heightening knowledge export, and other factoral influence on the manpower. Futures of the U.K. organisations are power packed with challenges in the very short run of time.

RESEARCH OBJECTIVES

HR management is subject to dynamic changes. Changes as compulsions are immediate. Preparedness for changes through futuristic projections by research and analysis has been a part of the HR strategies. This attempts to contextualise the futuristic HR challenges of the next decade as the prime objective. The study aims to project the factual challenges for HR in U.K. companies for the next decade in the growing business scenario of Global Village.

METHODOLOGY & APPROACH

As part of the developmental study literature review and analysis through qualitative approaches are used in the research. Dependence on the secondary sources of authorised agencies involved in HR research in Europe are at large used for qualitative propositions and derived conclusions. HR service agencies projections of facts as future challenges are qualitatively analysed. Comparative study methods are used for deriving critique of the article in projecting future challenges for the next decade in the corporate world of U.K.

FUTURE CHALLENGES

The dynamics of social change are in a flux. The crux of the new order of business will shape the present organizations in a new model, with a taste for freedom; enabling a style of workers with a different kind of management. In the days later; life style models of employees shall be given autonomy by the bosses of the future years. Employees working in an organization will have abundant freedom to exercise their decisions with respect to the task allocated for the time of execution. Employees in the UK based organizations will have enormous freedom to elect their choice of engagement and working with a company of preference. It shall be an organization where the British business player cannot ransom of a captive time period and the employees will be connected by virtue of the internet as free lancers operating from their home. Future employees in different organizations will be operating from a place wherever they are responding to the time schedule and catering to the assignment bestowed. The level of accuracy in the character of performing employees shall enhance with freedom. They can ply wherever they want and can earn money along with their interest in work. Symbiotically developing with the efforts and accuracy being with the family wherever they are.

Proliferation of information highways and networking of people in the levels of organizational pyramid have been initiating landmark inventions in the fast decade of the 20th century. Scope to connectivity of people of places already happen and will accelerate in future years. The scenario will arguably develop a collaboration of economic elevation and technological proliferation. It shall bring forth a magic convergence of all the stakeholders involved in the business processes for earn in their livelihood and shall rapidly curtail the cost of communication. A business democracy shall prevail enabling a Midas change in business organization. It shall be profound and fragrant a make shift where responsibility and accountability and remuneration shall go hand in hand. Market democracy shall earn a respect for potential players and melt the stiffness of Government mechanism. All the organization shall become flat wherein economic empowerment and efficiency of manpower shall become reciprocal and go hand in hand. It should & shall create an atmosphere filled with freedom, flexibility and accuracy.

THE SCENARIO OF THE TIMES

British business houses of the future shall have to be proactive and futuristic in its outlook. The hallmark of the latest compelling models adapting to the best practices of HR in British business houses and UK organizations has to be designed with acumen. If we outline the current provisions of the UK organizations vividly, we see that the processes and people are market driven and hi-tech in their approach. The present structure of organizations at Britain shall get decentralized to the utmost and the organizational structures will have a cohesive and elastic hierarchy. They shall be democratic performers who shall be dependent on the external markets outsourcing the responsibility to be executed. Yet organizational market potential shall be optimally utilized and horned. The inter-process of dependency prevalent in the present modes of administration and governance shall be revisited with an efficient touch. The lethargic ways of working methods of the current times shall have huge changes in the future course. The multi pronged inefficient handling of resources shall immensely change. HR professionals of different organizations instrumental screening people to absorb them adopt inaccurate methods which will find place to certain matrix.

TRANSFORMATIONAL REFORMATION OF EXISTING PROVISIONS

The newness existing in the British HR principles shall be prepared as monomaniac principles in the future years. Its accusation shall be due to the auto critic modus operandi of team leaders/ heads/ management representatives of different organizations. The existing framework of operation with the passage of time shall fail to leverage business; until not substituted by a new model of approach to human resource mobilization.

Human capital can make an organization intelligent and performing overcoming the cataclysmic change. Changes are inevitable as the prospect to business of the organization diversify. Companies widen through the sectors of industry and industries extend out to companies a new in a separate industry. The petals of HR professionals of organization have to be flexible and agile for the fragile environment.

Inevitable recourse to decentralization of HR organizational structures shall lead to a self-empowered hierarchy let loosed from a command control. Democratic empowerment shall be bestowed on performing professionals, working in the organizations with accuracy. Outsourcing of management potentials shall be exploited with a commitment to responsible deliberic process, making the external provider a partner in the supply chain process. The internal marketing momentum shall enable technology to steer the business activities in a Rader point. It shall enable technology sniffing business with a surveillance plan of action. Technology shall manoeuvre the human resource synergy to execute the job efficiently and effectively by virtue of a value system which is utterly human and enforced.

The previous model of British business organization believe in command, control management shall become archaic, history and think of the past in the domain of management. It shall harbinger a group of innovative skill sets novel to the propensity of business. It shall endeavour to succeed the previous business model of operation being succeeded by coordination and cultivation. Prof. C. K. Prahalad's books named 'The fortune at the bottom of the pyramid' and 'Co-Branding' shall have an amplified relevance to the business interpretations. However, in order to look into the moment of need for reforming human resource capabilities the company has to understand the nick of the moment when it is essential to decentralise. A proper assessment evaluation and monitoring of the human resource with respect to the inevitable avalanche of challenges is important. It is to ascertain the quality of manpower essential for manning the organizational structure for making the organization self-sufficient and to succinctly effective and aptly operative.

Science and Technology has become a greatest pillar of problems for managing human resource rightly. It offers multiple choices for enabling performing individuals to work in a friendly environment and amicably deliver the job with a creative touch. It will create a world of abundant richness and happier a world wherein people shall have plenty of liberty to exercise their efficiency devoid of licentiousness to pervert the organization.

INDUSTRIAL ECOSYSTEM

External outsourcing with the melting of hierarchical corporation by virtue of technical changes shall create seamless network for industrial ecosystem to prevail. This talk down organizational model of the previous century shall be replaced by an amicable organization where responsibility, accountability bonhomie has equitable share. Advent of technological high-tech frontiers in management information system shall result in the invention of hi-tech organizations. What is important is to study what is changing and the results of change. New business strategies in a competing demand based economy have goals which are unique and initiative based. The future organization shall subject to a tectonic plate shift and shall be redefined, revisited and reconfigured. In aggregate it will have propound impact on the lives and perspective of employees who shall be interdependent with the firm's business. The changing landscape of UK organizations shall emerge with a technical landscape.

LEADING HR CONSULTING FIRMS

The HR consulting firms navigating right business leaders to maximize human resource capabilities are important. These consulting firms are screening right professionals for the right place. They are namely Mckinsey, Logica CMG, IBM, EDS, Deloitte, Booz Allen Hamilton, Atos Origin, Accenture, Bain and Company and Bearing Point. These are ten best companies of United Kingdom cater to the best of the business houses the best of the professionals to enable the systems forge ahead in the expected direction. The persons deployed being recruited have accountable responsibility and immense capabilities to multiply profits for the organization. The image of the HR organization is dependent on the kind profits the person employed delivers to the organization. It is a mutually complementing process between the professional and the HR consulting firm and is importantly a reference for other companies.

Future of British business shall want multitasking professionals operating in a hi-fi sophisticated chamber. The amenities equipped in the office-cum-recreation chamber shall be relaxed environment to ponder and ventilate new ideas befitting to the organizational need. Perfecting a matchless contribution to the organizational requirement shall profile the professional as a iconic professional of future years.

Like the consortiums of British companies operating in an industry specific combined together for mutual profits and shared values; HR organizations shall combined together for meeting each other requirement. A fluid state of reciprocal atmosphere shall be prevailing to help each other for the profit of the HR organization and the business house.

GLOBAL VILLAGE

Information highways and media access to un-trodden pockets of civilization is an invasion of market potential. It can create awareness among the people creating a future business for the segment a decade ahead. With this spurt of technological development and information management, the world is melting into in multiple ways corroborating all aspects of knowledge. In the age of globalization, on the eve of liberalization new concepts of business activities are brewing into the transaction process. Some are denoted to be transparently visible and certain other aspects are fuzzy. In a point of time this fuzzy pockets of knowledge shall be eradicated through the light of technological intervention and awakening.

KNOWLEDGE MANAGEMENT

In the knowledge management field, future is not known without retrieving into the depth of the subject. Reinforced focus on the posterity can be adjudged based on the analysis of the historic data available with the HR organizations and British firms. UK organizations have to become dependent on the knowledge base of employees of training the employees periodically for elevating their status of knowledge matching to the requirements. Knowledge savvy persons become matching to the technological inventions and upgradation of tools and techniques which is essential. Knowledge is the key to successful implementation of updated versions of technological gadgets prescribed by the R & D laboratories. British consortiums shall adhere to certain new knowledge for catapulting the growth of business in consonance to requirements. In order to grow out beating competition business organizations have to look beyond the horizon and ten years from hence in the age of technology is critical for the organization to foresee. Hundred years of non-scientific discoveries and inventions have never revealed so much as has been made with the invention of internet by virtue of the technological innovations. Technology is changing the lives of people for a cataclysmic shift into a transformational state. Lifestyle is getting shifted from the past and is becoming critical to the kind human emotions been. Yet organizations are striding and galloping at a space unconventionally noted in the yesteryears.

FUTURE FOCUS OF HR CONSULTANCY

The future focus of HR consultancy firms has to be based on the forward looking view points of the companies requirements. Britain is having a traditional age old style of functioning from the days of colonial days. Elegance of British business houses reflects the aristocracy of British culture. Cultural assimilation by virtue of the migration of people from different continent and country has made the country cosmopolitan. In a cosmopolitan environment British organizations have people from cross-cultural background and sub-cultures assuming positions of responsibility for deciding on behalf of the organization. They have become global citizens acclimatized with the knowledge of the hour; required for the people to operate in a strange and peculiar environment.

Executives of future organizations have to operate like the soldiers who can fight in the odd situations and unaccustomed environment. If all the organizations have to fight with each other for maintaining the existing equity even; they have to see beyond and focus on the future path of progress. Progress ahead of now ten years from hence will be quite advanced and will be monitored by the GPS through satellite control system. Webcams shall be fitted in the walls looking natural and shall contribute to the streamlining of the processes for making things run in an orderly manner.

CONCLUSION

Future belongs to the techno minds of HR organizations to feedback professionals to the advanced business organizations of Britain. The professionals of the future shall be technologically driven minds with multitasking agility and focus. Internet being the great communicator, linking people across the globe, across different languages, across sub-cultures in the utmost region of the globe. It can communicate and convert people to global citizens and can generate profit by doing a business of tourism; could be. The future of communication network shall be vibrant and effective and shall be mobile think pads of people with censors capable of reading the thought waves. The executives can think and express a decision through the modes of communication and the employee can accountably respond back as per the expectation of the corporate.

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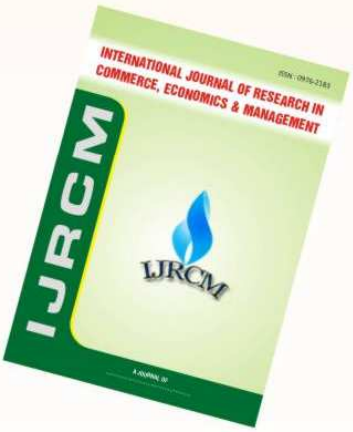
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