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CHALLENGES AND OPPORTUNITIES IN HUMAN RESOURCES**ARCHANA RAMCHANDRA PATIL****ASST. PROFESSOR****VIVA COLLEGE OF ARTS, COMMERCE & SCIENCE****VIRAR (W.)****ABSTRACT**

In today's modern business world, human resource management is very important activity because there are frequent changes in business environment. Hence, every organisation must keep a constant watch on its personnel. Human resource management is a continuous activity. Business organisation can also outsource its activity. Human beings are most valuable resource of an organisation and managing them is the key to organisational success. It is a resource that the management can get and use the skill, knowledge, ability etc. through the development of skills, tapping and utilizing them again and again. Planning for human resource is more important than that of any other resources. For over a decade, efforts have been made by one or more of the units to go beyond the traditional personnel management function for the effective mobilisation of human resources.

KEYWORDS

human resource, HRD

INDUSTRIAL RELATION IN INDIA

The term industrial relation means the relation between employer and employee. Both the parties have a common interest in industry but numerous are the occasions when they may be found pulling in different directions. It may create some problems like the following problems:

- Problem in dealing with workers
- Problem of enforcing proper discipline among workers
- Problem in managing state of democracy in the industry by associating workers with the management of industry.

Human resource management is a root of every organisation. Human resource is an organisation consists of all people who perform their activities. It related to the personnel policies and activities which affect workforce. According to Dr. James Spina, "The human resource management focus should always be maintaining and ideally expanding the customer base while maintaining and ideally maximising Profit"

The activities performed by human resource professionals are as follows:

1. Organisational Design
2. Staffing
3. Performance management and appraisal
4. Employee and organisational development
5. Reward system, benefit and compliance

Human resource policies and procedures need to be closely linked with the achievement of organisational objectives and strategic plans.

Even as a line manager in any functional department, they are likely to manage people at some point. Thus, every student must study human resource management. Human resource function is necessary for all the firms irrespective of its size. Apart from size, firm should also consider their things like,

1. Scope of human resource service needed
2. Profitability centre
3. Strategic services

Without human resource, an organisation cannot build a good team of working professionals.

FUNCTIONS OF HUMAN RESOURCES

- Recruitment and Training: Here HR manager designs the job description and accordingly make the recruitment of employees. If necessary employees are provided with training.
- Placement of employees: Manager must place employees at the right place depending upon their skills and aptitude. It generates higher efficiency to the organisation.
- Performance appraisal: HR manager makes time to time review of employees and helps them to execute their goals. It enables the employees to correct their weaknesses and improve their strengths.
- Promotion: Promotion is the upward movement of employees. It may motivate employees to perform effectively at higher jobs.
- Managing work atmosphere: Provision of safe and healthy work environment is necessary for best performance of workers. It provides job satisfaction to the workers.
- Managing disputes: Human resource department have to act as a consultant and mediator to solve disputes among employees.
- Motivation: Employees must be motivated by providing monetary and non-monetary incentives like wages, salaries, good working conditions, welfare facilities, etc.
- Developing public relations: Human resource department may organise seminars, workshops to build good business relations with other sectors.

OPPORTUNITIES IN HUMAN RESOURCES

HR professionals must seize following opportunities if they want to manage the talent pool in changing business environment,

1. In today's growing talented generation, managers have to look ahead, anticipate so that they can find more better workforce for tomorrow.
2. Secure a steady, reliable pipeline for today's workforce and tomorrow's leaders as there is a mismatch in worker's talent and jobs available in market because of the frequent changes in the business world.
3. Dedicated workers contribute more for the growth of organisation and therefore, executives have to develop various strategies to motivate employees about what they do and what organisation wants from them.
4. Organisation must ensure that human resource functions are more agile so that it can increase the profitability of organisation as it is very necessary in today's changing business scenario.

CHALLENGES IN HUMAN RESOURCES

Human resource have to face certain challenges mainly because of changes in business environment. HR professionals have to play very challenging task to keep their workers up-to-date.

Following are some challenges in human resources,

1. **RESISTANCE TO CHANGE:** Frequent changes in work environment and technology may lead to anxiety among employees. Because of the latest technology, they may be afraid of losing their jobs. It is the duty of organisation to help employees to see technology as an aid to work.
2. **SHORTAGE OF WORKFORCE:** Employer may find it difficult to find capable workers who can handle new technology. Thus, they have to train new employees which may lead to additional training costs.
3. **TRAINING:** Human resource managers have to manage a lot of information and sometimes they may find it difficult to identify the core area of business in which training is to be provided.
4. **EMPLOYEE RETENTION:** Retention of best employees is always being the challenge for human resource manager. Sometimes, employee may use your organisation only as a step in their career path.

CONCLUSION

As there are various challenges and opportunities in human resources, all organisations must put a lot of efforts and energy in setting up strong and effective human resource management so that it can grab the opportunities and face the challenges. Without human resource management, it is difficult to manage regular activities.

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