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Challenging role of human resource management

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Abstract

In this paper we discuss about the challenges faced by HR departments in the present scenario. Human resource management (HRM) is a term used to describe formal systems designed to manage people within an organization. Human resource management (HRM) is designed to govern organization operations to maximize employee performance to meet the employer's strategic goals and objectives. HRM focuses on managing people with organizations, with an emphasis on policies and systems. Human resources manager responsibilities fall into these major areas: staffing, employee compensation and benefits, and defining/designing the task. Essentially, HRM aims to maximize the productivity of an organization by optimizing the effectiveness of its employees. Human resource management (HRM) is a term used to describe formal systems designed to manage people within an organization. Despite the ever-increasing pace of change in the business world, this mandate is unlikely to change in any fundamental way. HR departments will face challenges in the coming few years in the coming scenario. Human resources departments consider organizations as an employee's "valuable asset". Hence the employees focus completely on the work which results in full utilization of resources in minimum cost and maximum profit in less time in production. Human resource management may be a challenge for small size organization where human resource department does not exist.

Keywords: Productive, organization, department, formal system, compensation

Introduction

Human resource management faced significant challenges in organizations. In short HRM is the process of recruiting, selecting employees, providing proper orientation and induction, imparting proper training and developing skills. HRM also includes employee evaluations such as performance appraisals, fair compensation and benefits facilities, incentives to maintain a proper relationship with labor and with trade unions and taking care of the safety of the employees, Welfare and health by following state labor laws or the country concerned. HRM tries to impose on the people assigned tasks in order to get good output or results. Basically, we can say that HRM is a multidisciplinary activity, which makes use of the knowledge and inputs gained from psychology, economics etc. HRM focuses on the main results and not the rules. Human resource challenges and tasks change every year. Human resource management can be a challenge especially for the small business, which usually does not have a human resources department to rely on. They may be limited to one HR person, or this responsibility may still be with the CEO. Regardless, small business owners need to understand the challenges they face so that they are prepared to tackle HR issues as their company and workforce grows. The objective of this paper is to study the challenges in HRM, suggest measures to overcome the challenges and highlight the emerging challenges in HRM. With better means of communication, breakthrough technologies and removal of economic and social barriers, the world is becoming borderless and countries are increasingly integrated into a truly global economy. In this scenario the role of an HR manager becomes very important as he is expected to create conditions in an organization where employees from diverse backgrounds, cultures and nationalities can work together. In other words, we can say that Employees are placing more emphasis on business skills and automating and outsourcing many administrative tasks, which will force many HR professionals to demonstrate new skills and compete for new, sometimes unfamiliar roles. Human resource department is facing a very serious situation in today's era in the organization. Achieve organizational goals and objectives through HR department to solve challenges easily and also meet the competition easily.

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All the challenges faced by HRM are shown in this section. There are many challenges in front of human resource in today's era. The management shown in this section of the research is very important to get by the HR department to solve these challenges, organizational goals, objectives. Now a days HR duties and responsibility has become a challenge for the HR manager to compete with the global competitors and survive in the diversified economy. Since human resource is a necessity and a very essential thing for every business irrespective of their size and nature of the firm, optimum utilization of available employees is a very challenging task for every human resource manager in this competitive era. For this reason, we have chosen this topic and tried to analyze the emerging challenges in HRM and find solutions in this regard.

Review of Literature

Employees give their awareness during each time assignment in the workplace, usually in information organizations, through formal interviews and informal chats. HRM practices can support initiatives such as employee awareness sharing. A set of specific HRM practices can promote employee interactions with other employees to harness employee skills. This study focused on how specialized HRM practices recruitment and selection, and accreditation. HRM practices can influence an employee's motivation and commitment through the development of unique characteristics that can help improve organizational competence. HRM practices have been defined in several ways such as best HRM practices and high participatory practices. HRM practices influence the mutual trust of employees to use cooperation and awareness of employees. To meet the business demand, many organizations have changed their management practices due to inadequacies in classical management. In the field of HRM, there are two basic philosophies: the unitary and pluralistic approach to HRM. The unitary approach is related to industrial organization and considers one source of authority and interest in organizations. On the other hand, the pluralistic approach assumes that different stakeholders in organizations have multiple interests and goals (Fox, 2014) The HRM pluralistic approach was defined by Guest (2015) to describe a mix of high HRM priority and high industrial relations priority in organizations. The hard model considers human resources only in terms of the number of employees and in this version the focus is on the economic development of the organization. On the other hand, the soft HRM model is associated with the use of human relationships and individual talents to improve human commitment without external (management) pressure. This study focuses on employees as a resource, and while sharing their awareness can improve organizational efficiency, the survey overlooks employee awareness as a resource in the context of HRM. At the individual level, apart from financial rewards, individuals can efficiently participate in organizational activities for their personal development. However, at the organizational level, the economic value and non-economic value (validity) of employees' knowledge may be a priority. Although this review has confirmed some good propositions, it deserves further empirical investigation. This study examines the relationship between employees' knowledge sharing and their personal development.

(Jones 2014) suggest that some individuals believe that their background is as personal as their own identity and that they need to be prepared to pass it on to other members, while

others believe that there is no strong evidence of their awareness.

Guest (2015) to describe a mix of high HRM priority and high industrial relations priority in organizations. The hard model considers human resources only in terms of the number of employees and in this version the focus is on the economic development of the organization.

More recently, Grant (2013) reviews and suggests that the firm's awareness-based approach was proposed nearly two decades ago, but the concept has only recently gained acceptance.

Human resource department is facing a very serious situation in today's era. in the organization. Achieve organizational goals and objectives through HR department to solve challenges easily and also meet the competition easily. All the challenges faced by HRM are shown in this section. There are many challenges in front of human resource in today's era. The management shown in this section of the research is very important to get by the HR department to solve these challenges, organizational goals, objectives. Now a days HR duties and responsibility has become a challenge for the HR manager to compete with the global competitors and survive in the diversified economy. Since human resource is a necessity and a very essential thing for every business irrespective of their size and nature of the firm, optimum utilization of available employees is a very challenging task for every human resource manager in this competitive era. Gaps in the existing studies who that there is a need to make a fresh attempt to understand the challenging role of human resource management in this study.

Objectives of the Study

To examine the challenges faces by HRM

To find out the suggestions to overcome these challenges.

To suggest the future challenges in HRM.

Data collection

In research we use two type of data primary and secondary but in this study researcher use secondary data. The data has been collected through organization, journals, magazine, internet, websites etc.

Major Verdicts of this Study

Developing HR challenges

Technology

Technology refers to the adoption of new methods and approaches to reduce wastage and full utilization of resources. Through technology is concerned with the creation and use of technical means and their interrelationship with life. But human resource managers are facing new problem If our competitors adopt new technology then HR department increases the responsibility to understand the new technology and use it in their organization and also train the employees.

Managing Change

Those challenges are also facing human resource managers in which change is also include. Change is a systematic approach to dealing with the transition or change of an organization's target process or technologies. HR managers who strategize to influence change, control change, and help people adapt to change.

Human Capital

Human capital refers to skills, Knowledge and experience possessed by a person in the organization. Which means people wise HRM Identification and placement of knowledge, skills and performance right person at right job.

Accountability

HR managers respond quickly against the specific problems being faced by organization. Their accountability is most valuable for any organization success.

Globalization

Globalization refers to the human resource management that is required to play challenging roles and take drastic steps to meet the competitions. Today the business environment has become highly variable in nature lived by organizations. Organization plays a very prominent role in HR functions and activities through competitions in a particular industry. The word globalization has invaded the mind of every successful businessman. Globalization is a process that is drawing people from all countries of the world into a single community connected by a vast network of communication technologies. This aspect of globalization has had an impact in today's business world as well. Human resource managers today do not need to rely on a small limited market to find the right employees needed to meet global challenges, but today they can recruit employees from all over the world. How to face competition from MNCs is a matter of concern for Indian firms. As globalization spreads, more foreign firms are entering the Indian market and the challenges facing domestic firms are going to become more severe in the coming years. Globalization forces businesses to rapidly expand into global markets beyond their immediate borders. Large investment and modernization will require highly skilled and technically trained people who will replace less trained, unskilled and redundant workforce. More and more training needs are to be identified to update the technology and behavioral skills of well-trained officers.

Cost Control

Every organization wants maximum profit at minimum cost above all points considered by HR departments and minimized costs full utilization of resources.

Various Workforce

A multicultural workforce is made up of men and women of different cultural and racial backgrounds. The labor force of any country is a reflection of the population from which it comes in spite of certain maladies, which are discrimination or Cultural bias in hiring. People of different 'age', 'gender', 'caste', 'educational background', 'location, income', 'parental status', 'religious belief', 'marital statuses and lineage' and 'work experience' Dealing with can be a daunting task for human resource managers. Cultural differences can often lead to increased difficulties with communication and friction that can develop as interactions with people with different expectations and habits develop. As a result, workforce diversity is increasing. Managing these people from different religious, cultural, ethical backgrounds is a challenging task for a human resource manager. Thus, it is important for a HR manager to create an environment in which the positives of diversity are harnessed and the negatives are minimized as much as possible.

Employee selection

Employee selection is an important process for any organization, but especially for a small business that can be challenged to compete with large employees. small business needs. To help develop and deliver high quality products and services to competent and competent employees. Not only these difficulties but there are also some other factors which affect staff Selection. Thus, a human resource manager needs to consider all these factors while selecting the most suitable employee for his organization. Some factors affecting employee's selection. The factors are as External factors and internal factor.

Recommendations: Existing employees can recommend their relatives or friends to fill the vacancies, if the person recommending may or may not be good.

Political influence: Some candidates may come to the interview under the influence of politicians who may be familiar with HR manager and have good relationship with the company, in which case we may have to select those candidates.

Personal bias/Bribe: Some candidates may offer bribe to make section

Internal Factors

Cost of recruitment: The cost incurred for the process of recruitment may also affect the selection process.

Job analysis/human resource planning: There may already be a plan for employee selection prior to the selection of employees and an HR manager may need to adhere to that plan, not in a position to make his own decisions beyond the plans already made It is possible.

Compliance with laws and regulations

Keeping up with changing employment laws is a struggle for business owners. Many choose to ignore employment laws, believing they do not apply to their business. But doing so can mean audits, lawsuits and even the death of a company. Since the HR manager will be responsible for hiring the employees, it is his duty to look after the laws and regulations regarding employment, thus it will be very challenging for him to select an employee keeping all the laws and regulations in mind. He has to update himself about the changing rules and regulations regarding employment.

Work life balance

When both husband-and-wife work, the balance between work and life becomes relevant. Any organization that strives to be recognized as 'a great place to work' should paying special attention to reducing and facilitating the resolution of work life conflicts for your employees. However, the challenge lies in knowing and doing things that facilitate and support work life balance without intruding into the personal lives of the employees. The department of such an organization is often extended to creative solutions that are practical to implement, yet effective in effect. Successful organizations in this field have taken the work-life-balance to an even higher level by limiting themselves not only to relieve domestic pressure on their employees but also to facilitate self-realization of these individuals.

Training and Development

Training is about knowing where you are at present and where you will reach with your abilities at times. Through training, people can learn new information, new methodologies and refresh their existing knowledge and skills, this greatly improves and increases effectiveness on the job. The objective behind imparting training is to create an impact that lasts beyond the end of the training and employees are updated with the new event. Training can be offered in the form of skill development for individuals and groups. Organizational development is a process that seeks to build "the ability to achieve and maintain a new desire state that benefits the organization or community and the world around them. The human resources department faces many challenges in training and developing the workforce, from ensuring the sustainability of high-performing individuals who drive success to the company from untapped potential employees and achievers. Investing in the training and development of lower-level employees is another common human resource problem. Some businesses have trouble finding the resources to do this. Frontline workers are some of the hardest workers and may not have the time to take training courses.

Retaining staff

Globalization has given working professionals the freedom to work anywhere in the world Now that they have endless lucrative opportunities to work in, hiring and retaining the industry's best talent is no joke Providing excellent work environment and offering higher remuneration and perks than your competitors can retain and motivate them.

Conflict Management

There is no organization without conflict situations. It is known that 75% of conflict situations occur independently of human will. It also has individual characteristics of people. As the structure of the organization, conditioned by the culture established in the organization. Work-life-conflict is a clear and present threat to organizations and this fact has to be denied. Be at risk of accepting sub-optimal employee performance. HR managers must know how to handle employee-employer and employee-employee conflicts without causing harm emotion. Although it is almost impossible to avoid conflicts between people, delegating them tactfully can help HR managers to resolve issues. They should be able to hear each party, make decisions and communicate them in a concrete way to avoid future conflicts.

Suggestion for emerging challenges of HRM

Proper HR planning: To overcome the above challenges a HR manager has to make a proper plan before going for the recruitment or selection process that how many vacancies are there, what type of job and where to do it. The factors affecting the recruitment and what should be the qualification of the candidate and how they have to conduct the interview and what are all the constraints in the selection of the candidate may arise.

Facilitation: A human resource manager should take care of the facility provided to existing employees or new employees. He should see what would be motivating to motivate the employee to give his best and should take special care of to avoid retaining women employees and the most capable and talented employees.

Ethical behavior: A human resource manager must adopt ethical behavior to maintain cordial relations with the employees and avoid conflicts and handle the diverse workforce with care.

Coordination: A human resource manager should work in a diverse workforce and should encourage his subordinates to take action. Thus, he should develop a coordinating attitude in himself as well as in the work environment.

Empathy and consideration: Man being a social animal, he needs care and sympathy from others in his workplace or anywhere. Thus, a human resource manager works with human beings, he should have empathy and consider one's problem.

Knowledge of Labor: A human resource manager should have complete knowledge of labor i.e.; he should know the mentality of workers. A manager should not only have long experience with a diverse workforce but should also be aware of the changing trends in labor sector as well as changing regulations and regulation of employment. He should be aware of minimum and maximum wage rate and average working hours.

Educational Qualification: To become HR Manager one should have high educational qualification with proper knowledge and experience.

Fairness: An HR manager should not be too harsh and harsh while dealing with his employees.

Communication: There should be proper communication between HR manager or departmental managers and employees and it should be clear and understandable. Business owners must focus on communicating the benefits of the change to everyone so that employees can adjust to the changes very easily and quickly. Businesses must create opportunities for their employees to use their skills and strengths every day. Completing the goals will motivate them and give them a chance to develop their skills.

Developing HR Challenges in the Future

One of the important activities for human resource managers is human resource planning. In relation to the human resource functions of the 21st century, the function of organization has become the key differentiator in business from "behind the scenes". HR roles have taken a new dimension in First century especially after globalization. Manpower management is a tough job and requires specialized skills.

Following is some of the challenges faced by the HR Manager which have been identified:

Planning: The HR department makes plans to identify the current and future human resource needs for an organization to achieve its goals.

Recruitment: invites application pool for HRM job requirements. People who are looking for new job, HR manager select those people and they are appointed on the job.

Staffing: HR departments select qualified people according to their knowledge, skills and experience.

Job Design: Job design is the core function of HRM and it is concerned with the technical and organizational requirements as well as the material specifications, methods and relations of jobs to meet the social and personal needs of the job holder or employee.

Training and Development: Training and Development is a subsystem of an organization which emphasizes on improving the performance of individuals and groups. Training enhances the knowledge to perform a particular task.

Performance Appraisal: Appraisal is a periodic process that assesses the job performance and productivity of an individual employee with respect to certain pre-established criteria and organizational objectives.

Compensation: HRM protects the interests of the employees in the organization and provides them regular salary and benefits. Compensation is a monetary benefit given to an employee or employee for rendering his services to an organization.

Communication: HR management provides valuable information to the employees about the goals, mission, vision and objectives of the organization. It is a process of exchange of information, news and ideas.

Labor Relations: Above all points considered by HRD Minister create strong relationship between employees and employers. In other words, we can say that HRM plays an important role between both the parties.

Employee Concerns: Human Resources is the main focus only on people because in related human resource management. How to recruit, provide and maintain selection training people in the organization.

Background diversity: diversity means similarities and differences among employees in terms of age, cultural background, physical abilities, caste, religion, gender etc. Diversity makes the work force heterogeneous.

Age Distribution: This included age, length of service and educational level among human resource managers.

Gender Issues: Gender issues in HRM is one area of gender studies which is not being given serious attention.

Educational level: The overarching objective of HRM work in any educational organization is to attract, develop, retain and motivate personnel to achieve the mission of the school.

Employee Rights: All employees have basic rights in the workplace-including the right to privacy, fair compensation and freedom of discrimination.

Privacy issues: An employee's right to privacy has become a ubiquitous topic in employment laws.

Job Characteristics: Human Resource Management will have a strong academic base with respect to the functions of HR and the ability to multitask, lead the way and have engaging presentation skills.

Family Concerns: One of the main challenges faced by HR Management is how the employee provides medical leave, family visits etc. to the family from time to time.

Limitations of this Study

Each research investigation has its own limitations, some limitations are highlighted in this section. Employees are not aware of the HRM philosophy due to the lack of previous research in the area of HRM related to the Indian context. Another factor that may account for the low response rate of information regarding HRM practices. In addition, advanced statistical data, for example, structural calculations, have encouraged researchers to solve more complex relationships than previously thought. Although the results are persuasive, there are some limitations due to the lack of budgets of research. Time and situation which are changeable also effects the findings of results. So many other problems are faced by researcher during research also make the limit of research like technology, transport facility, not supportive nature of organizations etc.

Scope of the study

In order to find research data, namely the, challenging role of human resource management this study examines the impact of HRM practices on employees' awareness sharing behavior and awareness sharing response in an organization. There were several reasons for choosing this title. First, the concept of challenge of human resource management in the business environment is in its infancy, and there is insufficient organizational and management support for challenge of human resource management. Second, in the business sector, many empirical studies have examined the human resource but there is little research that focuses on the challenges. Thus, this study adds value to the literature regarding the challenging role of human resource management. In future human resource management role has so many importance and requirement. To keeping in the view for future prospects this research study has so many requirements.

Conclusion

From the point of view of the above explanations, globalization has many implications for the firm that it can encompass the diversity of cultures. In today's era, HRM needs to develop the expertise, mindset and capabilities required to gain a competitive edge at the global level. The HR manager must constantly look for creativity and innovation as it is considered to be the key to success. It heavily depends on HR to meet the challenges of Globalization which has given organizations a completely new outlook. Organization has become able to use technology so it is important to adopt all the changes. Not only the effect of globalization but some other factors like technological change, competency of existing employees and well-developed skills and knowledge among the younger generation, laws and regulations regarding employee benefits and increasing competition in the business environment will be a very challenging thing which will be a very challenging thing. HR manager should have remembered it when recruiting and selecting the best employee.

The role of HRM should be parallel to the needs of the changing organizations environment. successful organizations are becoming more adaptable, quicker to change direction and customer oriented. The human resource professional must learn to effectively manage human resources through planning, organizing, leading and controlling human resources by effective human resources

departments. Human resource managers must be aware of emerging trends in training and employee development. Human resource managers focus on how to recruit, select, train and develop programs, perform performance appraisals and retain employees, and use employees to manage human capital to help organizations succeed. Go. In other words, we can say that human resource managers work as a bridge between management and employees, as a result establish a stronger relationship between them. The main objective of this study is to analyze and shed light on the challenges faced by human resource management, which plays an important role in organizations.

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