

CHALLENGES IN THE WAY OF HUMAN RESOURCE MANAGEMENT

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ABSTRACT:

Human Resource Management (HRM) formal systems evolved for the management of people within a firm. The responsibilities of a manpower manager fall into three main areas: staffing, employee benefits and compensation and designing work. Basically, the objective of HRM is to optimise the productivity of a firm by maximising the effectiveness of its workforce. This mandate is unexpected to change in any fundamental way, in spite of the ever-expanding pace of transition in the business world. As Edward L. Gubman stated that the fundamental vision of manpower will always be to attain, develop, and retain talent; lineup the manpower with the business; and be an outstanding contributor to the firm. Those three hurdles will never change." Human Resource Management can be a hurdle for small scale business specifically, which usually don't have a Human Resource section to depend on. They may be restricted to one human resource person, or this accountability may still relate to the CEO. Nevertheless, small scale business proprietor requires interpreting the hurdles in order to confront them so that they are ready to handle manpower issues as their firm, and manpower, grows. This research paper focuses at studying the challenges in Human Resource Management, suggestions to remove the challenges and highlight the upcoming challenges in Human Resource Management.

KEYWORDS: Human Resource Management, Business, Challenges, Employees.

INTRODUCTION:

With better means of modern technology, communication and dismantling of social and economic barriers, the world is becoming boundryless and the nations are fastly merging into a global economy. At this time the role of a manpower manager has supposed much greater importance as he is anticipated to make conditions in a firm where the employees from multicultural background and nationality could work collectively with easiness and develop.

In other ways, we can say that the Human Resource Management is undergoing a huge modification that will transform a career way in as at unsure ways. Employees are putting the greater stress on business acumen and are computerising and outsourcing many managerial activities, which will force various professionals to exhibit new traits and compete for new, sometimes unknown roles.

OBJECTIVES:

1. To study the challenges in the way of Human Resource Management.
2. To give suggestions to remove challenges.
3. To study the upcoming challenges in Human Resource Management.

RESEARCH METHODOLOGY:

The secondary data has been used to study the Human Resource Management and its challenges. The data has been collected by various websites, internet etc.

EMERGING HR CHALLENGES:

1.Globalization in HRM: The word Globalization has occupied in mind of each and every flourish proprietor and the idea of Global Village is simple topic in modern corporate world. Globalization is an exercise that is drawing people collectively from all countries of the globe into a single group connected by the wide network of communication. This concept of globalization has also bothered in the corporate world of today. Currently, Manager need not to depend on small limited market to search the right employees required to fulfill global challenges, but recently they can depute the employees from all around the globe.

How "Globalization" influences to manpower problems:-

- How to confront competition from Multinational Corporations is panic for Indian firms.
- As globalization widens, more MNC's are coming Indian market and problems before indigenous firms are going to be more serious in the upcoming years.
- As a result of Globalization firms are pressed to quickly spread behind their instant borders into global marketplace
- Huge modrenisation and investment would need highly technically and skilled trained people who would exchange less trained, unnecessary and unskilled workforce

Significant training requirements are bound to be recognised for updating the behavioral and technological skills of loyal executives.

2.Tackle multicultural Workforce: A diverse workforce is one made up of male and female from a variety of multicultural backgrounds. The manpower of any nation is a reflection of the society from which it is drawn, in spite of some deformities that may be caused by unfairness or cultural inequality in hiring. Dealing with human from different gender, educational background, age, race, parental status, religious beliefs, marital status, ancestry, location, work experience and income can be a difficult task for manpower managers. Racial differences may often guide to problems with communications and an increase in the friction

which can evolve as people with various habits and expectations interact. Consequently, workforce diversification is increasing. Handling these people with various religious, moral backgrounds, culture is challenging job for manpower manager. Thus it is significant for a manager to make a habitat in which the positives of diversification are harnessed and the negatives are **diminished** as much as possible.

3. Employee Selection: Employee selection is a significant process for any firm, but specifically for small firm that can be challenged to compete with bigger employees. Small firms require competent and capable manpower to support them evolves and delivers good quality products and services. Not only are these problems but there also other factors which affect the selection of employees. However a manager requires considering all the factors while choosing the best suitable employee for the firm. Following are the factors which influence the employee selection:-

External factors:

- Existing employees Recommendations: Current employees may recommend their friends and relatives to fill the vacancies, whether the people who recommended may be worthy or may not be.
- Political influence: Some people may reach to the interview with the recommendation of politicians who may be close to the manpower manager and have nice relationship with firm in those instances we may have to choose those people.
- Personal partiality
- Bribe: Some people may offer bribe to get selected

Internal factors:

- Cost expenses: Cost incurred for the process of recruitment may also effect the selection process.
- Job analysis
- Manpower planning: Before selection of the people there may be a blueprint for selection of employees so that recruitment and selection processed smoothly.

4. Obligation with Rules and Regulation: Keeping up with dynamic employment rules and regulations is a fight for business proprietors. Sundry select choose to ignore employment regulations, trusting they don't implement to their business. But doing so could mean lawsuits, audits, and possible even the expiry of a company. As manpower manger will be accountable in selecting employees it is his duty to care of rules and regulations for employment, hence it will be more challenging to him to choose an employee taking into consideration of all rules and laws. He must get aware himself about the dynamic laws and rules regarding employment.

5. Training and development: "Training is costly. Without training it is more expensive." –Nehru

Training is about understanding currently where you are and after a period where you will reach with your capabilities. By training, human can learn new methodology, new information and updating their current skills and knowledge because of this there is more advancements and improvements the effectiveness at work. The aim behind training is to make an impact that exist behind the last time of the training itself and human resource get updated with the new technology. Training can be provided as skill enhancement for individuals and groups.

Organizational Development is a procedure that "strives to make the capacity to attain and maintain a new desire state that advantages the firm or society and the globe around them." The human resource section confront various problems in a manpower training and development, from confirming the firmness of the good performing individuals who drive the firm coaxing success from unused potential employees and under performer alike. Financing in the development and training of subordinates is another human resource problem. Some firms have problem finding the resources to do so. Manpower on the front lines is some solid employees and may not have the time to get a training course.

6. Stability with work life: Balancing life and work suppose relevance when both wife and husband are working. In our country India, working female only 15% of the total female (urban) population. Any firm that strives to be reckoned as 'a great place to work' requires paying specific attention to reduce and provide resolution work life dispute of their workforce. The problem however is in knowing and performing that provide and help work life balance without disturbing into the personal lives of manpower. The human resource section of such firm is often stretched for innovative solutions that are pragmatic to execute, yet are productive in impact. Eminent firm in this world have taken work-life-stability to even larger levels by not only limiting themselves to addressing indigenous pressures on their workforce but facilitating self-realisation of these employees.

Programs aiming at work-life balance include:

- Child care facilities near the workplace
- Job sharing
- Policies regarding leave
- Flexible working time
- Care for sick employee and children

7. Retaining employee:

- Globalization has given independence to professionals to work anywhere in the GLOBE
- Now that they have various profitable chances to work, retaining and hiring the best industry talents is no joke
- Providing better work environment and salaries and perks than your rivals can retain and persuade them

8. Dispute Managing: There is no firm without dispute situations. It is known that 80% of dispute situation happen independently of people will. Its causes are human's individual nature, as well as structure of the firm, governed by the culture exists in the firm. Work-Life-dispute is a clean and clear danger to firms and contradiction of this fact would be at the risk of obtaining suboptimal manpower performance. Manpower managers should know how to tackle employee-employee and employee-employer disputes without hurting their emotions. However it is almost illogical to avoid disputes between human still tackle them tactfully can support human resource managers to solve the issues. They should be capable to listen to every party, decide and communicate to them in a convincing manner in the way to ignore upcoming disputes.

HOW TO OVERCOME THE HR CHALLENGES...?

- **Adequate HR planning:** To beat the above problems of a manpower manager must have to do a adequate planning before recruitment or selection process regarding to how many vacancies are in the organization and nature of job and for that from where he has to recruit and qualifications required in a candidate and how they have to manage interviews and what are the problems, affecting factor may arise in choosing a candidate.
- **Assistance:** A manpower manager must take care of facilitation to be given to the current new employees. He should watch to that what will be the inspiration for employee to get encouraged to give the best and he must take care specifically about female employees and most talented and competent employees to ignore maintaining of employees.
- **Moral Behavior:** A manpower manger should adopt moral behavior to have healthy relationship with employees and to ignore conflicts and tackle multicultural workforce with care.
- **Cooperation:** A manpower manager must work in multicultural work force and he must encourage his juniors to do action. Thus he must evolve cooperative perception in him as well as in the working world.
- **Consideration:** As human is a social creature he required sympathy and care in his working environment or anywhere. Hence an HR manager works with peoples he must have empathy and should consider someone's difficulty.
- **Knowledge about Labour:** A manpower manager should have comprehensive knowledge about labour i.e. he must aware about the mindset of workers. A human resource manager must have experience with multicultural workforce not only this but also he must aware of changing trend in labour sector as well as updated rules and regulation regarding employment. He must aware about average working hours and what is the lower and higher wage rate.
- **Educational Qualifications:** To be manpower manager one should have highly qualified with proper experience and knowledge.
- **Fairness:** A manger must not be very stony and hard during he deals with his subordinates.
- **Communication:** There must be adequate communication between manpower manager or branch managers and employees and it must be understandable and clear. Proprietors should focus on communicating the advantages of the change for each and every employee so that they can adjust to changes very quickly and easily.
- Business should create chances for its employees to utilise their strengths and skills every day. Attaining goals will inspire them and give them an opportunity to evolve their skills.

UPCOMING CHALLENGES IN HUMAN RESOURCE MANAGEMENT:

One of the typical activities for human resource is the human resource planning. In 21st century after globalisation, the manpower roles have taken a new facet. Human Resource management is an annoying job and it needs specialized skills. Following are the problems faced by manpower Manager:

1. Recruitment and selection
2. Employee career development and growth
3. Motivating organization culture and heterogeneous workforce
4. Conflict management and resolution
5. Business values and ethics
6. Managing Multi-Cultural Workforce
7. Policies for motivation and retention
8. Flexible working hours
9. Striking work life balance
10. Managing 5 R's
11. Industrial relations

CONCLUSION:

From the above clarification, the globalization has various indications for the organisation that may require the diversification of cultures. Recently HRM has to arrange the mindset, expertise and capabilities that are required to acquire a competitive edge at global level. HR manager must be on constant watch out for innovation and creativity because it is known to be the path of success. It dependent on HR to face the problems of globalization that has given completely a new view to firms. The firm have grown canny in using technology therefore it is significant to adopt all the transitions. Human Resource Management not only affected by globalization but also some other components like competency of existing employees, technological changes, laws and regulations regarding employee benefits, well developed skill and knowledge among younger generation and increasing competition in business environment will be a very tough thing that a HR manager must have to consider during recruiting and selection process of the best employee.

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