

“CHALLENGES OF MODERN HUMAN RESOURCE MANAGEMENT PRACTICES”

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Abstract

In the contemporary world the human resource management challenges (HR Challenges) are need to be address as it is an important function of any organization. These HR challenges might be the environmental challenges, organizational challenges and individual challenges, etc. Always keep remember that these challenges are not related to the single dimension; rather they are being directed towards multi-dimensional issues that should be tackled with immediate care. It has been proved from the research that the HR department contributes to the profitability of the organization when it makes such policies of employee selection in which those employees are selected & retained that best suits the culture of the organization & its objective.

Index Terms: **Organization, changing, employees, market, business, globalization, competition, Technology, innovation, competencies, profitability, employee relations, environment, skills.**

Introduction

The field of human resource management is undergoing transition because organizations themselves are changing very rapidly. Human resource managers who encounter these challenges use their leadership skills and expertise in order to avert issues that might arise from these challenges. One of the most important challenges that are currently facing by HR managers is adapting to people who are different. A growing number of women seeking employment are likely to affect many aspects of HRM, including how a company recruits workers, work conditions and employee relations. New generation workforces are more educated and they also prefer challenging and difficult jobs. High expectation can also produce anger, frustration, disappointment, and dissatisfaction if work experiences do not live up to values and expectations. The working environment is becoming more unbalanced, confused and dynamic. The modern working environment is characterized by globalization, increased competition, government legislation, and technological innovations. New jobs are also being created and new jobs require more education and skills. New technology may lead to the retraining or need to recruit workers with specialist skills.

For example, it has been seen that many former typists have become computer operators with the introduction of computer systems for storage, retrieval, and presentation of information. Changes in the purchasing pattern of the consumers may affect the demand for labor. Change management represents a particular challenge for HRM. An intensified focus on training may be needed to in order to develop added competencies to deal with change management. The role of the HR manager has to bring must-parallel the needs of the changing organization.

Challenges of Modern HRM in organization

HR management is undergoing transition because organizations themselves are also changing. HR managers who encounter these challenges use their leadership skills and expertise to avert issues that might arise from these challenges.

Changing the mix of the workforce

One of the most important challenges currently facing HR managers is adapting to people who are different. For example, women, long-confined to low paying temporary jobs in Japan, are moving into managerial positions. A growing number of women seeking employment are likely to affect many aspects of HRM, including how a company recruits workers, work conditions and employee relations.

Changing Values of workforce

New generation workforces are more educated and they prefer challenging and difficult jobs. New research suggests that employees tend to hold inflated and unrealistic expectation about work. High expectation can produce anger, frustration, disappointment, and dissatisfaction if work experiences do not live up to values and expectations.

Changing Demands of Employees

The demand for new employees is different from that of their predecessors. Contemporary employees are not only happy with the money; they demand more freedom and autonomy in the workplace. They are more concerned about intrinsic motivational factors such as challenging job, recognition, and appreciation. They want more time for leisure, recreation, and self-development. They would like to balance work life and family life.

Altering Demands of Environment.

The working environment is becoming more unbalanced, confused and dynamic. The modern working environment is characterized by globalization, increased competition, government legislation, and technological innovations. New jobs are being created and new jobs require more education and skills. For example, it has been observed that automation and JIT manufacturing mean that even manufacturing jobs require more reading, mathematics, and communication skills.

Opening of New Technology

New technology may lead to retraining or need to recruit workers with specialist skills. For example, many former typists have become computer operators with the introduction of computer systems for storage, retrieval, and presentation of information.

Changing Market

Changes in the purchasing pattern of consumers may affect the demand for labor. Changes in the economy can also affect human resource planning. In a recession, a business is likely to reduce its workforce as demand for its products falls.

Changing Goals of Business

The goal of business can affect the demand for labor. If a chemical company, for example, decided that the most effective way to increase profits was to become more market-oriented, this is likely to change the personnel the business needs. There would be a need for employees with marketing research skills or training on how to promote products.

Outsourcing

It is nowadays become the practice of hiring another firm to entire work that is important and must be done effectively and efficiently. Outsourcing normally refers to companies giving work to independent contractors outside the company rather than to having it to in-house employees. Outsourcing plays a major part of HRM's role in a company, as many companies choose to hire freelance workers in order to complete additional tasks rather than taking on salaried employees in-house. When we talk about the outsourcing, HR managers do not need to believe overheads like taxes, medical insurance, working equipment cost or benefits, as these are to be met by the freelancers themselves.

Prejudice

HR managers must have to create a workplace free from any kind of discriminations. Many countries have laws that make various forms of discriminations in the workplace illegal, so HR managers have to perform their respective activities in a way that follow both legal as well as business standards. Since more employees are becoming aware of their rights, a modern HR department may need to see how they can handle a potential increase in complaints about discrimination.

Conflict Resolution

Interpersonal conflicts between co-workers as well as a disagreement between employees and supervisors may happening for many reasons. It is common practice for HR managers to look into complaints of verbal and physical harassments and they must need to resolve conflicts before they become too serious or harmful.

Change Management

Change management represents a particular challenge for HRM. An intensified focus is on training may be needed to develop added competencies to deal with changing management. The role of the HR manager must-parallel the needs of the changing organization. Successful organizations are becoming more adaptable, resilient, quick to changing directions, and customer-centered. Within this environment, the HR professional must learn how to manage effectively and efficiently through planning, organizing, leading and controlling the human resource and be knowledgeable of emerging trends in training and employee development.

Objectives of study

1. To study the Challenges of current HRM practices in organization.
2. To study the Impact of changing employee expectation regarding HRM practices.

Conclusion

HR managers must create a workplace free from any kind of discrimination. Many countries have laws that make various forms of discrimination in the workplace illegal, So HR managers have to perform their activities in a way that follow both legal and business standards. Since more employees are aware of their rights, a modern HR department may need to handle a potential increase in complaints about discrimination. It was found that job insecurity is the biggest challenge for any human resources in the present context. The other basic challenge of the present work force is gender discrimination and it has becoming a very vital challenge in the present scenario. The other challenge of the work force is that companies are not following the concept of equal pay for equal work. The working environment is the most important challenge as now a days employee are not finding the environment fruitful.

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