"Study of Recent Techniques in Human Resource Management"

Ms. Namrata N. Gajra
Faculty,
Department of Commerce
Ramsheth Thakur College of Commerce and Science
Kharghar, Navi Mumbai

Abstract

Out of all the "M"s in the management, the most important "m" stands for Men. Human Resource plays a very crucial role in development and success of any organization. Human Resource Management has high impact on the management of overall organization. Due to rapid growth of globalization, it is very challenging to manage personnel in an organization. This paper focus on the various techniques and methods which are recently used to manage Human Resource.

Key words: Human Resource Management, techniques, personnel, IT, Internet.

Objectives of the study

1. To Understand the concept of Human Resource Management
2. To know the process of Human Resource Management
3. To understand the challenges in HR Management
4. To know Recent Techniques in Human Resource Management

Limitations of the study

1. The geographical area is not decided for the study
2. This paper is limited to secondary data collection and primary data is not collected.

Research Methodology

This paper is based on secondary data, collected from various websites, journals, books and online articles. The present paper is explanatory cum descriptive in nature.

Introduction

Human Resource Management is a process where people and organizations are brought together so that goals of each are met. In this competitive era it is very important to have right resources for the success of the organization. Organizations have realized that they may be technologically advanced but it is the people who offer competitive advantage to an organization. People offer skills, capabilities, systems, practices, speed, language, bonding and behavior which help an organization to execute strategies successfully. Nowadays, organizations ensure that along with the organizational objectives, even the individual objectives of their employees, are achieved. Three trends dramatically impact Human Resource Management. The first is increasing diversity of the labor force, second is the globalization of business and the accompanying technological revolution and third is the focus on HRM as a "strategic" function.

Process for HRM

The process for Human Resource Management is structured as:

- Job Analysis: it is the process of collecting job related information.
- Manpower Planning: it is a process of forecasting future demand for right people.
- Recruitment and Selection: Recruitment is attracting eligible job seekers and Selection means choosing the right individual for right job.
- Motivation: it undertakes to understand and change an employee's behavior for increase in performance.
- Training and Development: it refers to the imparting of requisite skills, abilities and knowledge to an employee.
- Employee Welfare: it ensures that an employee receives other benefits and services.
- Performance Appraisal: it is an objective assessment of an individual's performance.
- Compensation Administration: compassion is what an employee receives in return for his contribution and Administration is concerned with the administrative aspect of the compensation dispersal.
- Separation: it is concerned with when an employee leaves the organization.

Challenges in HRM

1. Environmental Challenges

 Following are the list of human resource management challenges that considered as the environmental challenges.

- Rapid Change
- Work Force Diversity
- Globalization
- Legislation
- Technology
- Job and Family roles
- Lack of Skills

2. Organizational Challenges

The organizational challenges for the HRM are related to the factors that are located inside the organization, such as:

- Controlling Costs
- Improving Quality
- Developing Distinctive Capabilities
- Restructuring

3. Individual Challenges

The decisions related to the specific individual employees are included in the individual challenges for the HRM, which are stated below.

- Productivity

- Empowerment
- Brain Drain
- Ethics and Social responsibility
- Job insecurity

Recent Techniques in Human Resource Management

- **Human Resource Management Matrix:** matrix Management provides for an integrated approach to management instead of following superior-subordinate relationship in the traditional management structure.
- **Employer Brand:** in simple terms, employer brand is the value of the company in the external market place. The objective is to develop "Employer of Choice" image among employees, placement agencies, potential candidates and other stakeholders. It helps in attracting and retaining good performers.
- **Flextime:** it allows flexible starting and leaving times for the employees. However, all the employees have to be present in the organization during core time and should work for the stipulated total number of hours.
- **Employee Referrals:** many companies believe that employees are the best brand ambassadors and they can attract right people to the organization. It also shows that the present employee is loyal to the organization.
- **Outsourcing of HR functions:** many organizations outsource HR functions like Recruitment, Training, and Leave Administration etc. this enables the company to focus on core areas of the business.
- **Green HR:** Green HR involves environmentally friendly HR initiatives that lead to greater efficiencies, lower costs and better employee involvement.
- **Rehiring Former Employees:** former employees are familiar with the company policies, procedure and culture and can become productive within a short period.
- **Talent Management:** the employees want to have successful career in the organization and the employer wants to make use of talent of the employees for growth and development of the organization.
- **Strategic HR Management:** Strategic HR management means producing and executing HR policies and procedures that will produce among employees the knowledge, skills and attitude that the company needs to achieve strategic objectives.
- **E-learning**: it helps to reach and cover all employees located in different parts of the country or world.
- **E-Human Resource Management:** Computers are extensively used in human resource management. Information technology and its applications in different areas of HR, i.e., e-HRP, e-recruitment, e-selection, e-training etc.

Conclusion

From the study it is concluded that human resource management plays vital role in success of any organization. Human resource management is a process of managing personnel in an organization to run the business efficiently and to achieve the goals of the organization. While managing HR organization has to face many problems like environmental, organizational and personal challenges. Nowadays companies are using various techniques to manage personnel. Many companies are making use of information technology in managing human resource. Through the use of IT and Internet, companies are moving towards paperless procedures.

References

- Prof. Venkat Iyer, Human Resource Management,weschool,1st edition, December 2016
- www.businessstudynotes.com
- https://core.ac.uk