

# RECENT TRENDS, CHALLENGES AND ITS ROLE EFFECTIVENESS OF HUMAN RESOURCE MANGEMENT IN INDIAN CONTEXT – A PERSPECTIVE

<sup>1</sup>SALAUDDEN SHAIK, <sup>2</sup>B.G.V. PHANI MADHAV, <sup>3</sup>MANNEM SAMANTH KUMAR

<sup>1</sup>Assistant Professor, <sup>2</sup>Assistant Professor, <sup>3</sup>Research Scholar,  
Department of Management

<sup>1,2</sup>GEETHANJALI PG STUDIES, SPSR NELLORE, INDIA

<sup>3</sup>VIKRAMA SIMHAPURI UNIVERSITY, SPSR NELLORE, INDIA

**Abstract:** People are the main asset in an association. A company's prosperity relies upon the capacities of its individuals. In the contemporary setting, the Indian administration mindscape keeps on being affected by the remaining hints of old insight as it faces the intricacies of worldwide real factors. One stream of all-encompassing insight, distinguished as the Vedantic reasoning, infests administrative way of behaving at all degrees of work associations. This philosophical custom has its foundations in holy texts from 2000 B.C. what's more; it holds that human instinct has a limit with respect to self-change and accomplishing profound strategic position while confronting real factors of everyday difficulties. Most issues, difficulties, open doors and disappointment in an association's are individuals related. HR is the existence blood of an association. Notwithstanding the use of innovation in current business the executives, HR are as yet important and most versatile assets of the association. Human Asset The executives has developed extensively throughout the last hundred years, and encountered a significant change in structure and capability principally inside the beyond twenty years. Driven by various critical inside and outer natural powers, HRM has advanced from a to a great extent support capability, to what numerous researchers and specialists today view as the wellspring of supported upper hand for associations working in a worldwide economy. A portion of the elements that add to the evolvement of HR the executives are innovation, globalization, variety, movement and a maturing labour force. Hence the endeavour relies profoundly upon its HR for progress and endurance. The job of the HR chief is developing with the adjustment of cutthroat market climate and the acknowledgment that human asset the board should assume a more essential part in the progress of an association. This paper will feature on how an association addresses the difficulties and what are the new patterns in human asset the executives in current business field, we would talk about the different Issues that HR is looking in the present corporate situation. A couple of difficulties they have had the option to conquer effectively yet a ton of issues actually should be managed. We would examine issues HR is looking in the present and a few systems which, whenever embraced, can assist the HRM with supporting better in the difficult and dynamic situation. HR is a result of the human relations development of the mid twentieth hundred years, when specialists started recording approaches to making business esteem through the essential administration of the labour force. The capability was at first overwhelmed by value-based work, like finance and advantages organization, yet because of globalization, organization union, innovative headway, and further examination, HR currently centres around essential drives like consolidations and acquisitions, ability the executives, progression arranging, modern and work relations, and variety and consideration.

**Keywords:** Human Resource Management, Organisational Culture, Co-owners, Employees, Business, Human resources, challenges, opportunities, trends, management, organization, competitive market, environment.

## I. INTRODUCTION

Human sources management plays an important function within the employer and offers tons importance, human beings are the most crucial assets in an enterprise. With the boom in opposition, locally or globally, agencies need to grow to be greater adaptable, resilient, agile, and client-targeted to prevail. And within this modification in surroundings, the HR expert has to adapt to come to be a strategic partner, an employee sponsor or endorse, and an exchange mentor in the agency. So as to be triumphant, HR should be an enterprise pushed characteristic with radical information of the enterprise's large image and be able to steer key selections and guidelines. In standard, the point of interest of today's HR supervisor is on strategic employee's retention and talents improvement. HR professionals might be coaches, counsellors, mentors, and succession planners to assist motivate organisation's members and their loyalty. The HR manager will also sell and combat for values, ethics, beliefs, and spirituality within their corporations. The management of HR is complex and difficult because the people as employees hardly ever adapt or voluntarily include the objectives of the enterprise. As individuals, the employees have needs, aspirations, motivations, goals and pursuits which affect their behaviour at work however regrettably those targets are from time to time in conflict with the corporate goals of the corporation. In reconciling this conflicting pursuit's Human resources control and making plans are beneficial gear hired in harmonizing the needs of the personnel with the goals and targets of the organisation on a continuous basis. In a nutshell, the primary task of HRM is to make sure that the corporation HR are utilized and managed effectively. HR practitioners are saddled with the responsibility of designing and implementing policies and programmes as a way to enhance human skills and improve the employer's ordinary effectiveness.

## II. REVIEW OF LITERATURE

Different researchers have defined about the HRM challenges differently.

**The World Federation of Personnel Management Association (WFPMA, 2009)** survey examined that the maximum crucial pinnacle ten HR demanding situations are leadership improvement, organizational effectiveness, change control, repayment, fitness and safety, retention, getting to know and development, succession making plans, staffing: recruitment and professional hard work. **Decenzo and Robins (2001)** highlighted the maximum critical demanding situations of HRM are era, E-trade, work pressure range, Globalization and moral consideration of the agency which have the immediately or circuitously effect on the business enterprise aggressive blessings, specifically with technological development and the impact displays on recruitment, training and improvement and activity overall performance to a remarkable quantity discovered inside the organisation.

**Liz Weber (2009)** has pointed out that the maximum essential demanding situations of the HR in business are Layoffs and most of the owners and executives going through this tough problem. This laid off may be due to numerous motives which consist of the monetary uncertainty, the employee's job instability, and HR much less Effectiveness.

## III. AIM

The main aim of this paper is to focus on the challenges faced by Human Resource Management (HRM) and its role effectiveness and recent trends in the Human Resource management in the Indian context.

## IV. STATEMENT OF THE PROBLEM

Now a days HR obligations and responsibility has become a venture for HR manager to compete with worldwide competitors and to sustain within the assorted economy. As Human aid is required and a totally vital factor for every business regardless of their length and nature of company, premier usage of to be had employees is a totally tough venture for every HR manager on this aggressive era. For that reason, we've selected this subject matter and made an attempt to examine the emerging challenges in HRM and to acquire solutions on this regard.

## V. OBJECTIVES OF STUDY

1. To study the challenges in HRM.
2. To provide suggestions to overcome challenges.
3. To Study the Role of Effectiveness of HRM
4. To highlight the future challenges in HRM.
5. To Study the Recent Trends of HRM

## VI. RESEARCH METHODOLOGY

For this study secondary data has been used. The data has been collected through internet, websites and so on.

## VII. EMERGING HR CHALLENGES

### 1. Globalization in HRM

The time period Globalization has invaded the thoughts of every successful businessman and the concept of world Village is commonplace problem in modern business global. Globalization is a manner this is drawing humans collectively from all nations of the sector right into a single network connected with the aid of the sizable community of verbal exchange technology. This factor of globalization has also affected in the commercial enterprise world of nowadays. HR manager these days need now not rely in small restricted market to discover the right personnel had to meet global challenges, however today they are able to recruit the personnel from round the world.

**How "Globalization" affects to HRM challenges....**

- How to face competition from MNCs is worry for Indian firms.
- As globalization spreads, more foreign firms are entering Indian market and challenges before domestic firms are going to be much more severe in the years to come.
- As a result of Globalization businesses are forced to rapidly expand beyond their immediate borders into global marketplace
- Large investment and modernization would require highly skilled and technically trained people who would replace less trained, unskilled and redundant workforce.

Greater and greater training needs are bound to be identified for updating the technological and behavioural skills of well-trained executives.

### 2. Handling multicultural/Diverse Workforce

A multicultural team of workers is one made from ladies and men from a diffusion of various cultural and racial backgrounds. The exertions pressure any United States of America is a reflection of the populace from which it's far drawn, no matter a few distortions that can be due to discrimination or cultural bias in hiring. handling humans from different 'age', 'gender', 'race', 'academic background', 'region, earnings', 'parental reputation', 'non secular ideals', 'marital fame' and 'ancestry' and 'work enjoy' can be a tough challenge for HR managers. Cultural differences may also regularly lead to difficulties with communications and an upward thrust inside the friction that can expand as human beings with exclusive expectancies and behaviour interact. As a result, group of workers diversity is increasing. Dealing with these humans with different non secular, cultural, moral historical past is hard project for HR manager. As a result it's far crucial for a HR supervisor to create a surroundings wherein the positives of variety are harnessed and the negatives are minimized as an awful lot as possible.

### 3. Employee Selection

Employee choice is a critical procedure for any organization, but especially for small commercial enterprise that can be challenged to compete with large employees. Small commercial enterprise need capable and equipped personnel to assist them develop and supply excessive satisfactory products and services. Now not most effective those problems however there are some different elements which impact the worker selection. Hence a HR supervisor wants to don't forget these kinds of factors whilst selecting the great appropriate employee for his organisation. A number of the elements which affect the employee selection are as follows:

✓ **External factors:**

- Recommendations
- Political influence
- Personal bias
- Bribing

Some candidates may offer bribe to make section

✓ **Internal factors:**

- Cost of recruitment: Cost incurred for the process of recruitment may also affect the selection process.
- Job analysis
- Human resource planning

Before selection of the employees there may be already a plan for employee selection and a HR manger may in need of following that plan itself he may not be in the position to take his own decisions beyond plans already made.

### 4. Compliance with Laws and Regulation

Preserving up with changing employment legal guidelines is a battle for business proprietors. Many choose to ignore employment laws, believing they don't practice to their enterprise. But doing so could mean audits, proceedings, and possible even the demise of an employer. As HR manger could be responsible in hiring personnel it's far his duty to care of legal guidelines and policies concerning employment, accordingly it is going to be very difficult to him to select an employee with considering of all legal guidelines and guidelines. He should get up to date himself about the changing guidelines and guidelines concerning employment.

### 5. Training and development

“Training is expensive. Without training it is more expensive.” –Nehru

Training is set understanding wherein you're in the gift and after every so often in which you may attain together with your abilities. Through training, humans can learn new facts, new technique and refresh their current understanding and skills because of this there is a good deal enhancements and provides up the effectiveness at work. The purpose in the back of giving the training is to create an effect that lasts past the end time of the training itself and personnel get updated with the brand new phenomenon. Education may be supplied as ability development for people and companies.

Organizational Development is a process that “strives to build the capacity to achieve and sustain a new desire state that benefits the organization or community and the world around them.”

The human resource department faces many challenges in a team of workers' training and development, from ensuring the steadiness of the high appearing folks that pressure the organisation coaxing achievement from untapped capability employees and under achievers alike.

Making an investment in the education and improvement of lower degree employees is every other commonplace HR trouble. Some companies have trouble locating the sources to do so. Personnel at the front lines are a few toughest workers and won't have the time to take a training path.

### 6. Balance with work life

Balancing work and life assumes relevance when both husband and spouse are employed. In India, working women now account for 15% of the entire urban lady population of a hundred and fifty million. Any employer that strives to be reckoned as ‘an outstanding area to work’ needs to pay special attention to minimize and facilitate resolution work existence battle in their personnel. The venture however is in knowing and doing things that facilitate and guide work life stability without intruding into the non-public lives of employees. The HR branch of such organization is frequently stretched for innovative solutions which might be realistic to put in force, yet are powerful in effect. Hit businesses in this area have taken work-life-balance to even better degrees by using now not merely proscribing themselves to addressing domestic pressures on their employees however facilitating self - actualization of those people.

#### Programs aiming at work-life balance include:

- Child care at or near the workplace
- Job sharing
- Sick leave policies
- Flexible work timing
- Care for sick children and employees

### 7. Retaining employee

- Globalization has given freedom to working experts to work everywhere inside the international
- Now that they've countless rewarding opportunities to work, hiring and maintaining the high-quality enterprise abilities isn't any shaggy dog story
- Offering splendid work surroundings and supplying extra remuneration and perks than your competition can hold and encourage them.

### 8. Conflict Managing

There's no organization without warfare situations. It is regarded that 80% of struggle situation arise independently of human will. Its causes are humans' man or woman traits, in addition to structure of the enterprise, conditioned by using the tradition hooked up in the enterprise. Work-lifestyles-warfare is a clean and gift risk to organizations and denial of this reality could be at the peril of accepting suboptimal worker performance. HR managers should recognize how to cope with employee-business enterprise and employee-worker conflicts without hurting their emotions.

Even though it is almost not possible to avoid conflicts among human beings still handing them tactfully can assist HR managers to remedy the problems. They should be capable of concentrate to each birthday celebration, decide and speak to them in a resounding manner as a way to keep away from future conflicts.

#### **9. Technological advances:**

There is a huge challenging undertaking of adapting a range of place of job, in conjunction with the speedy technological changes which influence the nature of labour and additionally generate obsolescence. superior era has willing to reduce the wide variety of jobs that require little skill and to growth the range of jobs that require tremendous skill, a shift we consult with as shifting from contact labour to knowledge work. There's new-new operating technology. In this example corporations need to trade its generation. New technology creates unemployment and in another hand, there comes the trouble of professional manpower. Although, technological alternate brings difficulties in addition to it is also the challenges to the employer.

#### **10. External Forces - Political And Legal Environment**

Political and Legal environment talk to the America and downs in political parties and alteration in guidelines law wherein new laws are enforced and consistent with that we need to abide the legal guidelines for the clean functioning of the business.. Furthermore, its miles the onus for the human useful resource and industrial family member's executives need to absolutely study the implication of those adjustments and ensure that they bring about those options and also make the vital adjustment within the corporation so that later usage of human resource can be done. For making sure the ordinary functioning within the management, the sole responsibility of Human useful resource manager desires to anticipate the adjustments consequently and put together the employer to face them with none interruption.

#### **11. Organizational Restructuring**

From the beyond many years, numerous groups have restructured and reframed to turn out to be greater aggressive and furthermore, mergers and acquisitions of firms within the similar industries were made to ensure the worldwide competitiveness. In latest years, "Mega-Mergers" industries like banking, and telecommunications were seen drastic increase in comparison to other industries.

As part of the organizational changes, most of the organizations have "right sized" either by:

1. Eliminating layers of managers,
2. Closing facilities,
3. Merging with other organizations, or
4. Outplacing workers.

A not unusual transformation has been rolled out the corporations through putting off several layers of management and to enhance productiveness, excellent, and carrier even as also lowering costs. As a result, jobs are redesigned and people got exaggerated. One of the most crucial demanding situations of HR management faces is Organizational restructuring - dealing with the human results of alternate. The human fee related with downsizing has been mentioned a great deal within the popular press: a survivor's mentality for folks that remain unfulfilled cost savings estimates, lack of loyalty, and plenty of human beings searching out new jobs. While, many huge companies have reduce jobs through decreasing their workforces and also many smaller corporations have endured to create jobs. This, particularly, happens in high era industries, which include software program region. Those entrepreneurial firms are prompted with growth at the same time as trying to attract enough professional workers with bendy capabilities and to conserve economic assets. Greater discussion on HR's function in organizational restructurings is found, that specialize in strategic HR making plans. Ultimately, in both big and small organizations the control of HR sports is critical.

#### **12. Information Technology - Revolution**

The processing of facts, statistics technology affects HRM via Human Resource Information systems (HRIS) and makes worker facts greater readily available to managers. Inside the present generation, the innovative of automated data device (application of laptop inside the managerial selection-making technique) within the management has the effect on two number one regions:

#### **13. Use of electronic computers in a managerial decision-making process.**

In future automated statistics machine can have a growing effect at the coordinate and strategic degrees of an organisation.

#### **14. Mobility of Professional Personnel**

One of the thrilling records within the gift progressive generation development length has an impact in an increase in the mobility of various managerial and expert employees between the businesses. But, character broadens them as technically and also expand their understanding abilities professionally to meet the needs of the organization.

#### **15. Increasing Cut-Throat Competition**

Currently, corporations are facing growing inner and outside competitions. Due to this, product life cycles are getting shorter. If one starts to supply a brand new product, very quickly, the same kind of product, produced by another employer can be located inside the market. Except this, the scale and complexity of groups are increasing day by day. To face those developing demanding situations of opposition, innovative human resource management and practices are wished. Encouraging openness among personnel and respecting absolutely everyone's evaluations and inputs. Proper HR making plans

#### **16. Training of HRIS**

Human useful resource information system must accept to the HR managers or HR expert with a view to overcome records technology challenges. Right overall performance assessment system and right profession improvement plans need to be used in the organisation to lessen professional mobility.



1. Ethical Behaviour
2. Coordination
3. Sympathy & Consideration

#### 17. **Vision Penetration**

Evolving the proper vision is a top management function, but its application increases immensely if it percolates, and is known and well-known down the road. Imaginative and prescient not only provides and direction to business method, however also facilitates managers to evaluate control practices and make choices. Penetration of vision shall therefore come to be a vital, fundamental a part of man management in future.

#### 18. **Job Design and Organisational Culture**

Whilst designing companies, we are able to ought to surrender uncritical recognition of foreign concepts and models like first-rate circles, Total Quality Management and so on. In preference to those, organisational shape and layout will normally be based on undertaking approach and people technique.

#### 19. **Change in Industrial Relations**

The exercise of business family members has passed through a sea change. The perception that employees need to be disciplined at the supervisor's will must be buried. Development of people may additionally need simpler and appropriate inputs, however each the employees and bosses need to be managed and development by means of the identical set of assumptions and HRM philosophy of the agency.

#### 20. **Equalitarian Social System.**

Essential developments that have taken vicinity within the closing four decades were because of the desire of the organization's individuals to have greater say and influence in organisational functioning. For that reason, current companies are setting lesser emphasis at the hierarchical shape and for that reason transferring closer to an extra equalitarian social machine.

#### 21. **Changing Psycho-Social System**

In the traditional bureaucratic mode, the companies were designed to carry out technical capabilities with strict compartmentalization of labour features. But in destiny, human participation can be required no longer simplest in technical functions however also in organising the democratic humanistic machine.

#### 22. **Satisfaction of higher Level Needs**

The employees have become a great deal aware of their higher stage wishes. This cognizance is probable to intensify in addition within the destiny staff. Consequently, managers might be required to conform appropriate techniques of motivating the workers and getting workout of them.

#### 23. **Computerised Information system**

It will alternatively is playing a progressive role in managerial choice making. It'll also have an increasing effect in coordination and at strategic stages.

#### 24. **Management of Human relations**

The new technology staff comprising educated and aware employees will ask for higher degree of participation and avenues for self-fulfilment. Its miles as a substitute hard to motivate among the new technology employees than their predecessors. This is partly due to alternate in their cost system and better degrees of expert competency.

### **VIII. HR CHALLENGES FOR FUTURE**

One of the vital sports for HR managers is the HR planning. Regarding the HR functions of 21st century, the agency characteristic has altered from "backstage" to becoming critical differentiator in commercial enterprise. The HR roles have taken a brand new measurement in the twenty first century mainly after globalization. Manpower management is an annoying activity and it requires specialized competencies.

Following are the some of the challenges being faced by HR Manager which is identified

1. Recruitment and selection
2. Career development and growth
3. Promoting organization culture and heterogeneous workforce
4. Conflict management and resolution
5. Business ethics and values
6. Managing Multi-Generational Workforce
7. Strategies for motivation and retention
8. Flexible work hours
9. Striking work life balance
10. Managing 5 R's (Resistance, Redundancy, Redeployment, Re-Engagement and Retention)
11. Industrial relations

### **IX. SUGESSTIONS TO OVERCOME THE CHALLENGES**

#### 1. **Proper HR planning**

To overcome the above demanding situations a HR manger must need to do a proper planning earlier than going for recruitment or selection manner with reference to what number of vacancies are there this is of what sort of job and for that from where he has to recruit and what should be the qualification of a candidate and the way they have to behaviour interviews and what are all the hurdles, influencing thing may stand up in selecting a candidate.

#### 2. **Facilitation**

A HR manager needs to take care of facilitation to be given to the present employees or for new employees. He ought to see to that what will be the motivator for worker to get stimulated to present his exceptional and he should take care in particular about women personnel and most ready and talented personnel to avoid preserving of employees.

### 3. Ethical Behaviour

A HR manger needs to undertake ethical behaviour to have cordial dating with employees and to avoid conflicts and manage numerous teams of workers with care.

### 4. Coordination

An HR manger have to work in various workforce and he have to stimulate his subordinates to do movement. For this reason he must develop coordinating mind-set in him in addition to inside the running environment.

### 5. Sympathy and Consideration

As human is a social being he desires care and sympathy from others in his working region or everywhere. Accordingly as an HR manager works with humans he has to have sympathy and need to consider someone's hassle.

### 6. Knowledge of Labour

An HR manger have to have complete information of exertions this is, he need to realize the mind-set of workers. A supervisor need to have lengthy revel in with diverse workforce now not most effective this however additionally he should recognize approximately converting fashion in labour quarter as well as converting rules and law of employment. He must recognise approximately what's the minimum and maximum wage price and average working hours.

### 7. Academic Qualifications

To be HR supervisor one ought to have high instructional qualifications with proper understanding and revel in

### 8. Fairness

A HR manger should no longer be very hard and hard whilst he deals together with his employees

### 9. Communication

There need to be right conversation amongst HR supervisor or departmental managers and employees and it need to be clear and comprehensible. Business proprietors need to focus on communicating the benefits of the change for all and sundry so that personnel can alter to modifications very easily and quick.

### 10. Providing Opportunities

Commercial enterprise should create opportunities for its employees to use their abilities and strengths every day. Conducting desires will motivate them and supply them a hazard to develop their talents.

## X. ROLE OF EFFECTIVE HRM

Something might be the alternate in any field; the high detail is "human beings", who should not be dismissed as normal or easy elements. For, "people are not only problem-posing however similarly hassle-solving too". The achievement or in any other case of any agency is being in large part conditioned and controlled by using human beings. It would be not out of vicinity to reiterate that the quality of output of any enterprise is being determined to an extraordinary volume with the aid of the quality of its inputs among which the human detail occupies a matchless and an enviable function that cannot be equalled or compared to every other thing.

There exists a substantial and growing body of research evidence showing a strong connection between how firms manage their people and economic results they achieve. This evidence is drawn from large samples of companies from multiple industries, studies of the 5-year survival rates of initial public offerings, and research from the automobile, apparel, semiconductor, steel, oil refining and service industries. In the organisation Best Practices should follow. The best practices included are personnel selection, job design, information sharing, performance appraisal, promotion systems, attitude assessment, incentive system, grievance procedures, labour management and participation.

Such high-performance work practices provide a number of vital sources of more advantageous organisational performance. Human beings work harder because of the increases involvement and commitment that comes from having greater manipulate and say in their work. They work smarter because they're encouraged to build competencies and competence. They work more responsibly because their employers place extra responsibility within the fingers of personnel farther down within the organisation. the bottom line in all this is that HR systems have essential, realistic affects at the survival and financial overall performance of companies, and at the productivity and first-class of labour life of the humans in them.

## XI. TRENDS OF HRM

### 1. Globalization and its implications

An enterprise these days doesn't have country wide boundaries – it reaches round the arena. The upward thrust of firm organizations locations new necessities on human resource managers. The HR department wishes to make certain that the suitable mix of employees in terms of know-how, abilities and cultural adaptability is to be had to address worldwide assignments. So that it will meet this intention, the companies ought to teach people to meet the challenges of globalization. The employees have to have operating knowledge of the language and tradition (in terms of values, morals, customs and laws) of the host United States of America.

Human useful resource control (HRM) has to also broaden mechanisms in order to assist multicultural individuals work together. As history, language, custom or age differences become extra prevalent; there are symptoms that employee wars will growth. HRM might be required to teach management to be greater bendy in its practices. Because tomorrow's workers will are available different shades, nationalities and so forth, managers could be required to exchange their methods. This may necessitate managers being trained to apprehend differences in people and to understand and even have fun these variations.

### 2. Work-force Diversity

Inside, the beyond HRM changed into significantly easier because our work force was strikingly homogeneous. these days workforce comprises of people of different gender, age, social magnificence sexual orientation, values, persona traits, ethnicity, faith, training, language, physical appearance, marital status, way of life, ideals, ideologies and historical past traits including geographic beginning, tenure with the organisation, and economic fame and the listing could cross on. Diversity is significantly linked to the agency's strategic course. Where diversity prospers, the potential advantages from higher creativity and selection making and extra innovation may be accumulated to help boom Corporation's competitiveness. One approach of achieving that is through the organisation's blessings bundle.

This consists of HRM offerings that fall under the heading of the circle of relatives friendly Corporation. A circle of relative's friendly company is one which has flexible work schedules and provides such worker benefits together with baby care. In addition to the range added by means of gender and nationality, HRM must be aware of the age variations that exist in these days work pressure. HRM should educate people of different age businesses to efficaciously manage and to deal with each other and to admire the range of perspectives that every gives. In situations like those a participative approach seems to work better. Changing ability requirements

Recruiting and developing skilled hard work is vital for any company involved about competitiveness, productivity, first-class and coping with a numerous workforce efficiently. Ability deficiencies translate into sizeable losses for the corporation in terms of poor-high-quality work and lower productiveness, boom in worker accidents and consumer proceedings. Seeing that a developing variety of jobs will require extra schooling and better ranges of language than present day ones, HRM practitioners and professionals ought to communicate this to educators and community leaders etc. Strategic human resource planning will have to cautiously weigh the skill deficiencies and shortages. HRM branch could have to plan appropriate schooling and quick time period packages to bridge the skill gaps & deficiencies.

### **3. Corporate downsizing.**

Each time an organisation tries to delayer, it is attempting to create greater performance. The idea of downsizing is to lessen the variety of people hired by way of the company. HRM branch has a completely important function to play in downsizing. HRM humans have to ensure that proper verbal exchange must take region throughout this time. They have to limit the bad outcomes of rumours and ensure that individuals are saved knowledgeable with real records. HRM ought to also address actual layoff. HRM department is a key to the downsizing discussions that need to take area.

### **4. Continuous improvement programs**

Continuous improvement Schedules are consciousness at the long term well-being of the enterprise. Its miles a manner wherein an employer focuses on first-rate and builds a better foundation to serve its customers. This often entails a companywide initiative to improve great and productivity. The corporation modifications its operations to cognizance at the customer and to involve employees in matters affecting them. Organizations attempt to improve the whole thing that they do, from hiring quality humans, to administrative paper processing, to assembly consumer needs.

Unlikely, such projects are not something that can be without difficulty implemented, nor dictated down thru the numerous ranges in a corporation. Rather, they're like a corporation extensive development process and the method should be widespread and supported through pinnacle management and pushed by way of collaborative efforts, during each segment inside the corporation. HRM performs an important role inside the implementation of non-stop improvement applications. Each time an organization embarks on any improvement effort, it is introducing exchange into the organization. At this point agency development tasks dominate. Especially, HRM have to put together individuals for the trade. This requires clean and widespread communications of why the alternate will arise, what is to be expected and what impact it's going to have on employees.

### **5. Re-engineering work processes for improved productivity**

Even though non-stop improvement projects are tremendous starts off evolved in many of our corporations, they typically create awareness on the on-going incremental trade. Such action is intuitively attractive – the regular and permanent seek to make matters better. Yet many companies characteristic in an environment this is dynamic- facing speedy and regular alternate. As an end result continuous development packages won't be within the first-rate hobby of the company. The trouble with them is that they will provide a fake feel of safety. On-going incremental change avoids going through up to the possibility that what the agency may additionally really want is radical or quantum alternate. Such drastic trade consequences in the re-engineering of the organisation. Re-engineering takes place when more than 70% of the work processes in an enterprise are evaluated and adjusted. It requires organizational contributors to rethink what work need to be finished, how it's miles to be carried out and a way to best implement those selections. Re-engineering adjustments how corporations do their enterprise and at once affects the employees. Re-engineering may additionally depart positive personnel pissed off and indignant and unsure of what to expect. Thus HRM need to have mechanisms in vicinity for personnel to get appropriate route of what to do and what to anticipate in addition to help in coping with the warfare which could permeate the employer. For re-engineering to generate its benefits HRM desires to offer skill schooling to its personnel. Whether or not it's a new technique, a generation enhancement, operating in teams, having extra choice making authority, or the like, personnel could want new capabilities because of the re-engineering method.

### **6. Contingent workforce**



A totally good sized a part of the current day staff are the contingent employees. Contingent employees are those who are normally hired for shorter intervals of time. They perform particular obligations that regularly require special task skills and are employed when an agency is experiencing good sized deviations in its workflow. Whilst an organization makes its strategic selection to rent a tremendous portion of its body of workers from the contingency ranks, several HRM troubles come to the leading edge. these include being capable of have those digital employees available when wished, presenting scheduling alternatives that meet their desires and making choices approximately whether or no longer advantages will be presented to the contingent work pressure.

No company could make the transition to a contingent group of workers without sufficient making plans. As such, while these strategic choices are being made, HRM should be an energetic partner in these discussions. After its entire HRM branch's responsibility to discover and bring into the organisation these brief workers. As transient employees are brought in, HRM may also have the duty of quickly adapting them to the employer. HRM will even have to supply some idea to how it will appeal to exceptional temporaries. That is now and again executed on consultancy foundation. Consultancy work is usually a short time foundation and to re-invent the agency's operation one of these team of workers of consultancy is essential.

### **7. Mass Customization**

There are lots of things taking place already inside HR regarding mass customization, the most reliable combination of mass manufacturing with customization. We've seen groups basing employment preparations on learning patterns and personalities, permitting employees to pick among decrease base pay and higher bonuses vs. better base pay and lower bonuses, and changing from profession ladders with a directly shot to the pinnacle to career lattices where a sideways flow is taken into consideration a terrific career move. Right here, HR has completed a tremendous task of applying HR standards to its personal traditional practical procedures.

HR will want to take the gear of marketing round customization for purchasers and clients and making use of them to the task of skills segmentation. The secret's to optimize. At one extreme, a non-public employment deal for every person could be chaotic. At the alternative severe, defining fairness as "equal for all of us" dangers lacking critical advantages of customization, and in fact may be unproductive and unfair.

For that reason, HR has to expand ideas for expertise the highest quality level of customization inside the employment relationship. Moreover, because customization will regularly imply that different businesses of personnel receive special employment arrangements primarily based on their needs or the manner they make a contribution, HR ought to develop ideas that equip leaders to give an explanation for these variations to employees. Our work indicates that whilst many HR managers recognize the need for personalization and differentiation in precept, they resist it because they surely don't experience nicely-prepared to provide an explanation for them. Its miles far less complicated to mention, "We do the equal factor for each person, so it's out of my hands." The idea of equity is sometimes careworn with treating every person the identical.

### **8. Decentralized work sites**

Working web sites are becoming more and more decentralized. Telecommuting competencies that exist these days have made it feasible for the personnel to be positioned anywhere at the globe. With this capacity, the employers no longer ought to don't forget locating a business close to its workforce. Telecommuting also gives a possibility for a commercial enterprise tin a high fee location to have its work done in an area wherein decrease wages be triumphant.

Decentralized working websites also offer possibilities that may meet the wishes of the diverse staff. The ones who've family duties like baby care, or the ones who've disabilities may additionally prefer to work in their homes rather than journey to the enterprise's facility. For HRM, decentralized work websites present a challenge. An awful lot of that assignment revolves around schooling managers in the way to establish and make sure suitable work best and on-time completion. Earn a living from home can also require HRM to reconsider its repayment policy. Will it pay by the hour, on a profits basis, or through the process finished? Additionally, because employees in decentralized work web sites are complete time employees of the organisation as opposed to contingent workers, it will likely be agency's obligation to ensure fitness and protection of the decentralized work pressure.

### **9. Employee involvement**

For today's employer's to be successful there are a number of worker involvement ideas that seem like frequent. These are delegation, participative control, working teams, intention placing, and employee education and empowering of personnel. HRM has an extensive position to play in worker involvement. What is wanted is confirmed leadership in addition to supportive management. Personnel want to study and that's in which human aid control has an extensive position to play. Employees predicted to delegate, to have choices anticipatively treated, to work in groups, or to set desires can't accomplish that until they realize and apprehend what it's far that they're to do. Empowering personnel requires substantial training in all components of the process. People may also need to apprehend how new task layout techniques. They will need training in interpersonal capabilities to make participative and work teams feature well.

### **10. Technology**

With the current technological development and its projection inside the destiny, it has added in new eyes inside the face of HRM. Some of automated systems had been invented to help in the HRM of which they are visible as simplifier of HR capabilities in companies. Large or multinational organizations using some of the human resources data structures are reaping huge. You ought no longer to live in a particular place to do your obligations but you can do on a cell basis. As an example the paper work documents are being changed by HRMIS which may be tailor made or Off the Shelf. Those systems help in coping with a variety of facts on a chip aside from having a room full of report cabinets.

What HRM is worried with here is the protection (confidentiality) of the statistics/information of group of workers, and consequently it's miles at the vanguard of getting to teach personnel in operating such structures and developing the integrity of personnel to handle the sensitivity of the problem.

### **11. Health**



With the emergence of the wellbeing clubs and health facilities together with the need for having wholesome personnel, it has emerged that HRM has to transport to any other step like having to subscribe for its employees to such clubs, paying health insurance offerings for the body of workers. This is not best a productivity approach however additionally a method used to draw and hold treasured personnel.

Inside the cutting-edge state of affairs as its far now mainly with the outbreak of HIV/AIDS epidemic, it's been visible to be of fee to have inflamed and affected employees have special attention to be able to have faith of guide from the employers. With its impact leading to stigmatization, HRM has to think about counselling and guiding such worker in order that despite of the impact they (employee) remain efficient. Most cancers is some other kind of problem that has visible the cutting-edge fashion in HRM look closer to health and wellbeing of personnel. Cancers of all kinds are endemic to personnel. Couple with other communicable and none communicable illnesses HRM has no option other than to advice management to invest in health care programs with a view to revitalize the performance of the affected and inflamed personnel'.

Consequently for HRM to maintain showing relevance it has shifted to presenting fitness offerings to staff through medical insurance, sensitization, and unfastened scientific remedy payments. This has visible high effects in now not most effective in performance but additionally in enchantment and retention of noticeably certified personnel.

## 12. Family work life balance

Over a long time now in HRM records it has been a huge debate about family lifestyles work balance. Personnel had been on feet of the employers to peer if there can be justice carried out and on the other hand employers have been keen to limit the effect of the equal. The truth is a happy family is identical to a satisfied team of workers. With the cutting-edge trend HRM need to work it out that each employee's own family to a point is a satisfied one. Consequently making an investment in what may appear out hand for the agency is inevitable. it's time HRM to persuade control to prepare own family day trip for the workforce and their families, sacrifice from time to time for days off to enable employees to attend to their own family issues.

The employment legal guidelines unlike from the beyond now allow family leaves and particularly you have parental leave (paternity and maternity). In this second the family member is not overlooked. Day off your duty is to enhance one with circle of relative's chore which assist pick out the employee with the employer. From destroy of circle of relative's affairs of route a worker is rejuvenated and acknowledges that the organisation values him a lot to the volume that he/she is permitted to visit, stay and revel in circle of relatives bond.

Nevertheless it's far realized that the family bond is a price to corporation in phrases of time but its miles a brilliant motivator the worker which leads to excessive productiveness. therefore the HRM has to stay tuned the dynamics of family wishes of personnel and move a step ahead to offer improvement assistance like loans to meet own family desires and social improvement.

## 13. Confidentiality

The modern trends were visible as new demanding situations in the phrases of prices particularly in the brief run but for company to attempt properly on this competitive market to together with the labour mobility it's miles imperative vital to reconsider the HRM in phrases of the present day developments at all levels.

It is going without say that as longer as there are not any clear defined human aid control strategies inside the given enterprise there may be truly a trouble boiling within the identical organization or an explosion is sure to manifest. With the modern-day trend in handling the most valued organization aid, agencies should dig deeper to keep.

## XII. CONCLUSION

Based on the observation, to conclude it could be said that HR exercise is becoming increasingly more difficult every day and they need to face lot of problems like retention, enchantment of employee, coping with specific cultural human beings, managing Workforce diversity, technological and informational modifications. To overcome with these challenges schooling (cross cultural training and technological training) is vital for HR humans. To reduce the mobility of expert employees HR humans must encourage them from economic and non- economic blessings. Proper performance assessment gadget and right profession improvement plans must also be used within the enterprise to reduce expert mobility. The globalization has many implications for the firm which can entail the range of cultures. The HRM in now-a-days technology has to mount the knowledge, thoughts-set and capabilities which are had to advantage a competitive area on global scale. HR supervisor should be on non-stop look out for creativity and innovation as its miles recognized to be the key to success. It depends especially on HR to stand the challenges of globalization which has given an entirely new view to groups. The organizations have grown savvier in the usage of technology therefore it's far essential to undertake all adjustments. not best globalization consequences however also a few other factors like technological adjustments, competency of present personnel and properly developed talent and knowledge amongst younger era, legal guidelines and regulations regarding employee benefits and increasing competition in business environment can be a totally difficult element which a HR supervisor have to should preserve in thoughts whilst recruiting and selection of the first-rate worker.

## References

1. Aggarwal. J.C. (2000), Development and Planning of Modern Education, New Delhi: Vikas Publishing House.
2. Amrik Singh (2003), Academic Standards in Indian Universities: Ravages of Affiliation, Economic and Political Weekly, July 26-August 1, 2003.
3. Human Resource Management By C.B Gupta, University Of Delhi
4. Kuldeep Singh, Rao, Nair (1997), Selected Readings in HRD, New Delhi: TataMcGraw-Hill Publishing Company Limited.
5. Lepousky.A (1965), Administration – The art and science of organization and management, Kolkata: Oxford & I.B.H. Publishing Company.
6. Mohanty. J (2005), Educational Administration and Supervision and School Management, New Delhi: Deep & Deep

Publication Pvt. Ltd.

7. Nayantara Padhi 'Strategic Human Resource Management Theory and Practice, Atlantic Publishers & Distributors, New Delhi.
8. Pareek, U and T.V.Rao, 1981, "Designing and Managing Human Resource Systems", Oxford and IBH Publishing Co., New Delhi.
5. Ashwathapa K. (2005) 'Human Resource Management Tata Mc Graw Hills, Fifth edition.
9. Premila Chandrasekaran (1997), Educational Planning and Management, New Delhi: Sterling Publishers Private Ltd.
10. Rao.T.V. (2010), Managers Who Make a Difference: Sharpening Your Management Skills. New Delhi: Random House India.
11. Rao.T.V. (1999), HRD Audit: Evaluating the Human Resource Function for Business Improvement. New Delhi: Response Books.
12. Walton J. (1999), Strategic Human Resource Development, Essex: Financial Times/Prentice Hall.
13. Wilson J. (Editor) (1999) Human Resource Development, London : Kogan Page.

**Websites:**

1. <https://www.linkedin.com/pulse/rip>
2. <http://www.villanovau.com/resources/hr/human-resource-management-challenges/#.V6mOTtR95kg>
3. <http://www.yourarticlelibrary.com/human-resources/major-challenges-faced-by-human-resource-management>
4. <http://www.zeromillion.com/business/hrm.html>
5. [www.google.com](http://www.google.com)
6. <https://www.atlasstaffing.net>
7. <https://slideshare.net>
8. <https://www.inc.com/encyclopedia/human-resource-management.html>
9. <http://www.griffith.ie>
10. [www.humanresourcesabout.com/od](http://www.humanresourcesabout.com/od)
11. [www.emeraldinsight.com](http://www.emeraldinsight.com)
12. [www.peopleandmanagement.com](http://www.peopleandmanagement.com)
13. <http://careertrend.com>
14. <https://www.talentlms.com>

