AN EMERGING CHALLENGES IN HUMAN RESOURCE MANAGEMENT IN BUSINESS AND ORGANIZATION

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Abstract

Human Resource Management (HRM) is the expression used to explain formal systems devised for the management of people within an association. The responsibilities of a human resource manager drop into three major areas: staffing, employee recompense and benefits, and essential/designing work. Fundamentally, the reason of HRM is to maximize the productivity of an organization by optimizing the helpfulness of itsemployees. This mandate is implausible to change in any fundamental way, even though the ever-increasing pace of change in the business world. Those three challenges will never change." Human Resource Management can be a challenge for miniature business especially, which typically don't have an HR department to rely on. They may be incomplete to one HR person, or this liability may still belong to the CEO. Despite the consequences, small business owners need to understand the challenges in order to face them so that they are prepared to undertake HR issues as their company, and employees, grows. This paper endeavor at studying the challenges in HRM, to suggest measures to overcome the challenges and highlight the emerging challenges in HRM.

Keywords: Human Resource Management, Challenges, Employees, Business, Organization.

1. INTRODUCTION

With enhanced means of communiqué, penetrate technologies and take apart of economic and social barriers, the world is becoming borderless and the countries are rapid integrating into a actually global economy. In this scenario the role of an HR manager has unspecified much greater significance as he is expected to create conditions in an organization where the employees from miscellaneous background, culture and population could work together with ease and increase.

Employees are insertion the greater importance on business acumen and are mechanize and outsourcing many organizational functions, which will force many HR professionals to make obvious new skills and compete for new, sometimesunfamiliar roles.

2. PROBLEM FORMULATION

At the present a day's HR duties and responsibility has become a challenge for HR manager to contendwith worldwide competitors and to maintain in the diversified financial system. As Human Resource is required and a very necessary thing for apiece and every business irrespective of their size and nature of firm, optimum operation of available employees is a very challenging task for every HR manager in this competitive era. For this reason, we have selected this topic and made an effort to analyze the up-and-coming challenges in HRM and to obtain answers in this observe.

3. OBJECTIVES

1. To revise the challenges in HRM.

2. To make available suggestions to overcome challenges.

3. To highlight the future challenges in HRM.

4. Emerging Issue and HR challenges

4.1 Globalization in HRM

The term Globalization has invaded the mind of every successful businessman and the impression of Global rural community is common issue in modern business world. Globalization is a progression that is drawing people together from all nations of the world into a single group of people linked by the vast set of connections of communication technologies. HR Manager today need not rely in miniature limited market to find the right employees needed to meet global challenges, other than today they can conscript the employees from around the world.

Fig: 1 Human Resource Management

4.2 Management Multicultural labor force

A multicultural workforce is one made up of men and women from a variety of different cultural and racial surroundings. The labor force any country is a reflection of the population from which it is drawn, despite some distortions that may be caused by discrimination or cultural bias in hiring. Dealing with people from different 'age', 'gender', 'race', 'educationalbackground', 'location, income', 'parental status', 'religious beliefs', 'marital status' and 'ancestry' and 'work experience' can be a challenging task for HR managers. Culturaldifferences may often lead to difficulties with communications and a rise in the friction that can develop as people

with different expectations and habits interact. As a result, workforce diversity is increasing. Managing these people with different religious, cultural, moral background is challenging task for HR 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.

5. Employee Selection

Employee assortment is an important procedure for any organization, but predominantly for small business that can be challenged to move violently with better employees. Small businesses need capable and proficient employees to help them extend and deliver high quality products and services. Not only are these difficulties but there some other factors which influence the employee selection. Thus a HR executive needs to consider all these factors while selecting the best suitable employee for his organization. Some of the factors which affect the worker selection are as follows:

6. Compliance with Laws and Regulation

Observance up with changing employment laws is a move violently for business owners. Many decide to pay no attention to employment laws, consider they don't apply to their business. But doing so might mean audits, lawsuits, and promising even the demise of a company. As HR manger will be responsible in take into service employees it is his duty to care of laws and regulations regarding employment, thus it will be very challenging to him to select an employee with taking into consideration of all laws and regulations. He be obliged to get updated himself about the changing rules and regulations regarding employment.

Fig 2 Compliance with Laws and Regulation

7. Equilibrium with work life

In India, functioning women now account for 20% of the total urban female population of 150million. Any organization that strives to be reckoned as 'a great place to work' needs to pay special attention to minimize and make easy resolution work life conflict of their employees. The confront however is in meaningful and doing things that facilitate and support work life balance without interfering into the personal lives of employees. The HR department of such organization is often stretched for creative solutions that are practical to implement, yet are successful in impact. Successful organizations in this breathing space havetaken work-life-balance to even higher levels by not merely restricting themselves to addressing household pressures on their employees but facilitating self -actualization of these individuals.

8. Divergence Managing

There is no organization without conflict situations. It is known that 70% of conflict situation occur separately of human will. Its causes are people's individual characteristics, as well as structure of the organization, habituated by the culture established in the organization. Work-Life-conflict is a comprehensible and present danger to organizations and denial of this fact wouldbe at the peril of accepting suboptimal employee performance. HR managers should know how to grip employee-employer and employee-employee conflicts without hurting their feelings.

Even though it is approximately impossible to steer clear of conflicts among people still handing them tactfully can help HR managers to resolve the issues. They should be able to pay attention to each party, decide and communicate to them in a persuasive manner in order to avoid future inconsistency.

9. EMERGING HR CHALLENGES

One of the essential behavior for HR managers is the HR planning. Concerning the HR functions of 21st century, the organization function has distorted from "behind the scenes" to becoming dangerous differentiator in business. The HR roles have taken a new dimension in the 21st century particularly after globalization. Manpower organization is an frustrating job and it requires specialized skills.

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

1. Employment and selection

2. Career enlargement and growth

3. Promoting organization civilization and assorted workforce

4. Inconsistency management and resolution

5. Business ethics and values

6. Managing Multi-Generational labor force

7. Strategies for enthusiasm and retention

8. Elastic work hours

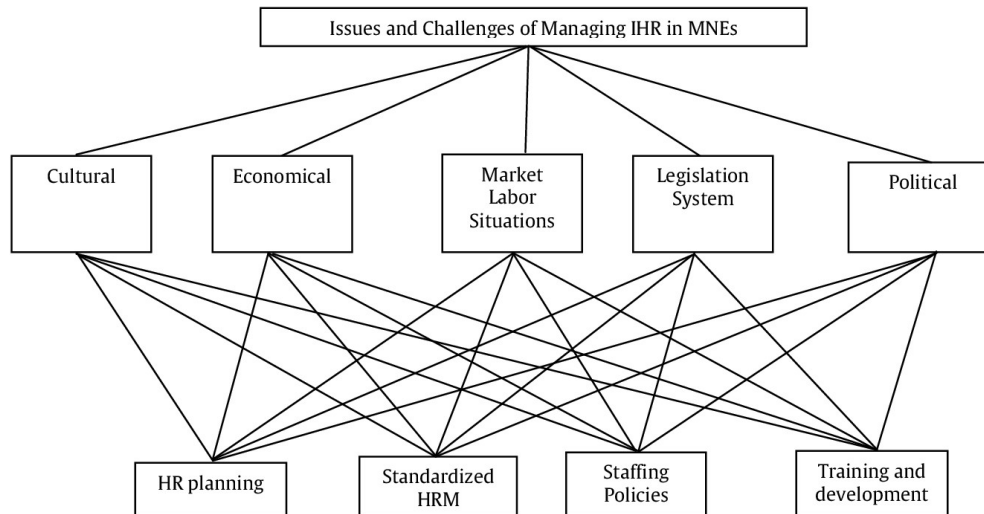9. Managing 5 R's

10. Manufacturing relations

Fig 3 Issues and emerging HR Challenges

10. CONCLUSION

The HRM in today's era has to accumulate the expertise, mindset and capabilities that are needed to increase a bloodthirsty edge on global scale. HR manager must be on permanent look out for creativity and improvement as it is recognized to be the key to success. It depends extremely on HR to face the challenges of globalization which has given an entirely new view to organizations. The organization have grown savvier in using technology hence it is important to adopt all changes. Not only globalization effect, but also some other factors like technological changes, competency of existing employees and well developed skill and knowledge among younger generation, laws and regulations regarding employee benefits and increasing competition in business environment will be a very challenging thing which a HR manager must have to keep in mindwhile recruiting and selection of the best employee.

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