

Analysis of Challenges Facing Human Resources Management in Current Scenario

S.Ramachandran, Deepa Sharma

Abstract- In this paper we discuss about in current scenario what challenges faced by the Human Resource Departments. Human Resource Management (HRM) is designed to the company's operations to maximized employee performance in order to meet the employer's strategic goals and objectives. HRM focuses on management of people with companies, emphasizing on policies and systems. Today era HRM consider the more vital and strategic role, addressing these issues and solving the employees and organization's particulars problems in less consuming time. In coming Scenario HR Departments will be facing challenges in the coming few years. HR Departments consider as a employee's "valuable assets" of the organizations. So employees fully concentrate on work as a result full utilization of resources in minimum cost and maximum profit in less consuming time in production.

Keywords- Challenges and trends facing Human Resource Management

I. INTRODUCTION

Human Resource Management faced significant challenges in organizations. In short HRM is process of recruiting, selecting employees, providing proper orientation and induction, imparting proper training and developing skills. HRM also includes employee assessment like performance appraisal, facilitating proper compensation and benefits, encouragement maintaining proper relations with labor and with trade unions and taking care of employee's safety, welfare and health by complying with labor laws of the state or country concerned. HRM tries to put people on assigned tasks in order to have good production or results. Basically, we can say that HRM is a multidisciplinary activity, utilizing knowledge and inputs drawn from psychology, economics etc. HRM main focuses on outcomes and not on rules. The Human Resources challenges and Functions every year change. Today HR Departments are mainly facing the challenges regarding Recruitment, Selection, Retain the employees, Leadership Development and Corporate Culture etc.

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Dr. S. Ramachandran, Dean Faculty of MMIM, MM(Deemed To be) University, Mullana, Ambala

Ms. Deepa Sharma, Research Scholar, MM(Deemed To be) University, Mullana, Ambala

Ms. Mandeep Kaur, Research Scholar, MM(Deemed To be) University, Mullana, Ambala

II. RECENT CHALLENGES OF HUMAN RESOURCE MANAGEMENT

Today era HR Department facing too much critical situation in the organization. Through the Human Resource Department to solve out the challenges easily achieve the organizational goals and objectives and easily meet the competition also. All challenges facing by HRM shown in (Figure 1.1).

Today era to much challenges faced by the Human Resource Management shown in (Figure 1.1) to solve out this challenges it's very important by the HR Department to achieve the organizational goals ,objectives and meet the competitions as following:-

Table 1.1 Challenges facing by HRM

COMPETITIVE CHALLENGES	HUMAN RESOURCES	EMPLOYEE CONCERNS
Globalization	Planning	Age distribution
Technology	Staffing	Gender Issues
Managing Charge	Recruitment	Educational Issues
Human Capital	Job Design	Employees Rights
Responsiveness	Training	Privacy Issues
Cost Containment	Appraisal	Work Attitudes
	Communication	

Competitive Challenges-: Competitive challenges are those challenges create of hard competition, globalization, and changes in technology.

- **Globalizations-** Globalization refers to the Human Resource Management are need to take hard steps to play challenging roles and meet to competitions. Today the business environment has become highly changing in nature survive by the organizations. To impact the company through the competitions in a special industry plays a very prominent role in the Human Resource functions and activities.
- **Technology** –Technology refers to adopts the new methods and approaches to minimize the wastage and full utilization of resources. Through the technology deals with the creation and use of technical means and their interrelation with life. But HR managers facing the new problem if our competitors adopt the new technology so HR Departments enhance the responsibility to understand the new technology and used in own organization and trained the employees also.
- **Managing Change-** that challenges also facing by HR Managers. Managing change is a systematic approach to dealing with



the transition or transformation of an organization's goals, process or technologies. HR managers making the strategies for effecting change, controlling change and helping people to adapt to change.

- **Human Capital**-Human capital refers to the skills, knowledge and experience possessed by an individual in the organization that means HRM according to people knowledge, skill and performance identify and appoint Right Person on the Right job.
- **Responsiveness**- HR Managers given quickly response against the particular problems facing by the organizations.
- **Cost Containment**- Every organization wants to maximum profit on minimum cost above all points considered by the HR Departments and minimize the cost, full utilization of resources.

Human Resources- Human Resources means consider the human beings as valuable assets of the organization. HRM concerned on the people how to recruit, select, trained and retain the employees in the organization.

- **Planning**- HR Department make the plan to identifies current and future human resources needs for an organization to achieve its goals.
- **Recruitment**- HRM invite the application pools to requirements of job. People looking for new jobs, HR managers select that people and appointed on the job.
- **Staffing**- HR departments Selected the eligible people according to their knowledge, skills and experience.
- **Job design**-Job design is core function of HRM and it is related to the specification of contents, methods and relationship of jobs in order to satisfy technological and organizational requirements as well as social and personal requirements of the job holder or the employee.
- **Training and Development**- Training and development is a subsystem of an organization which emphasize on the improvement of the performance of individuals and groups. Training enhances the knowledge to doing a particular job.
- **Performance Appraisal**- Appraisal is a periodic process that assesses an individual employee's job performance and productivity in relation to certain pre-established criteria and organizational objectives.
- **Compensation**- In the organization HRM safe the interest of employees and provides them regular paid wages and benefits. Compensation is the monetary benefits given to an employee or worker giving their services to an organization.
- **Communication**-HR management provides the valuable information to employees about the organizations goals, mission, vision and objectives. It's a process to exchanges the information, news and ideas.
- **Benefits**-In benefits included medical, insurance housing allowance vacation pay and sick pay etc.
- **Labor Relations**- Above all points considered by HRM build strong relationships between employees and employers. In other words we can say that HRM play a vital role between the both parties.

Employee Concerns-Human Resource main focuses only on peoples because in Human resource management concerned how to recruit, select provides training and retained the people in the organization.

- **Background Diversity**- Diversity means similarities and differences among employees in terms of age, cultural background, physical abilities, race, religion, gender etc. Diversity makes the work force heterogeneous.
- **Age Distribution**-In this HR managers included age, length of service and educational level.
- **Gender issues**-Gender issues in HRM are an area in gender studies that has not being given serious attention.
- **Educational Levels**-The broad purpose of the HRM function in any educational organization is to attract, develop, retain and motivate personnel in order to achieve the school's mission.
- **Employee Rights**- All employees have basic rights in the workplace-including the right to privacy, fair compensation and freedom of discrimination.
- **Privacy Issues**-An employee's right to privacy has become a ubiquitous topic in employment laws.
- **Work Attributes**-Human Resource Management will have a firm educational foundation regarding the functions of human resources and ability of multitasks, Leadership abilities and engaging presentation skills.
- **Family Concerns**- One of the main challenges that Human Resource Management is also facing to how satisfy employee's so time to time provides the family medical leaves, family trips etc.

III. MAJOR TRENDS OF HUMAN RESOURCE MANAGEMENT

- Technology enabled tools**-: Today era technology has made easier environment of organizations. Human resource management easily understood and trained the new technology to employees, as result employees performance enhance.
- Work life balance**-: Human Resource Management also give attentions of individuals employees work life. As a result strong relationship established between employees and organizations.
- Friendly relationships with employees**-: HR Departments consider as a employee's "valuable assets" of the organizations. So employees fully concentrate on work as a result full utilization of resources in minimum cost and maximum profit in less consuming time in production.
- To ready itself for adopt new technologies**-: HR departments always ready to faced the new trends and technology because they understand what's Organization objectives.
- Gender equality**-: In the past few decades, the role of women in society has to change on the workplace. Literacy rate of women also have shot up. Gender biases also reduced on work place, lack of discrimination and the list just goes on.
- Women empowerment &**

Women safety in the workplace:- Despite these in creditable advances, women still have to face a lot of challenges. Lack of security to gender biases and pregnancy discrimination. These hurdles create mental disturbance and personal crisis but HRM focuses on all problems facing by women.

G. Career growth:- Today's employees seek career progression more than anything. They want to be an job that helps them grow as an individual's, personally as professionally.

H. Mentally willingness of employees in work:- That means poor mental health is one of the biggest issues on the workplace. HRM brought the good news with it wind of change and awareness. To help HR managers to reduced the stress of individual's employees. So that reason in every organization now established the Stress management also.

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IV. CONCLUSION

The role of HRM must parallel the needs of changing organizations environment. Successful organizations are becoming more adaptable, quick to change directions and customer oriented. HR professional must learn how to manage effectively through planning, organizing, leading and controlling the human resource by effective HR departments. HR managers be knowledgeable of emerging trends in training and employee development. HR managers focuses how to Recruiting, Selecting, Training & Developing Programs, Performance Appraisal and Retained the employees and how to using the employees to managing human capital to help Organizations succeed .In other words we can say that HR managers works as a bridge between the Management and Employees, as a result build a strong relationship established between them. The main objective of this study to analysis and highlight the challenges facing by Human Resource Management, what vital role play in the Organizations. HR managers through the HRD Programmers. HRM in today era in a wide range to perform various challenges and issues may emerge in front of HR managers of human resource department while performing their obligations. Any Capable HR manager would work on these issues and challenges to prevent the organizational activities whose harmful for organizations .In the last we reach this conclusion HR Managers motivate the employees working in the organization to perform the high levels for individual employees ,organization and economic growth.

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AUTHORS PROFILES



Dr. S. Ramachandran has total (Over) 22 years' experience (Academics Work Experience-Over 9 years+13 Years of Leading Corporate). Over 25 articles published in SCOPUS indexed journal with high factor ,over the years. Achievements:- AICTE approved Experts panel member, guided over 11 Ph.D. research scholars in Management studies from Government and Deemed Universities in Tamilnadu. Guiding 6 Ph.D. research scholars presently. Proud Recipient of Bharat Vidya Shiromani Award-2014 from IEM, New Delhi. Proud Recipient of Best Social Innovation Inspire award from Incube, UK based NGO. Co-authored 5 books with eminent corporate personality on Shipping and Logistics Management with ISBN numbers. Authored a book on case studies ,titled “Success Stories of Unsung Entrepreneurs” Published global Academic Publishers & Distributors ,New Delhi with ISBN no.978-93-88612-10-4.



Deepa Sharma is a Research Scholar, Perusing Ph.D. from MMDU. She has 2 years work experience, as Assistant professor in Kalpi Institute of Management. She has interested areas are Human Resource Management and Marketing.