A study on impact of revolution of HRM, responsibilities of both organizational level and individual employee level with reference to Isthara parks private limited

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Abstract - Abstract: The function of personnel specialists, line managers, and an organization's ability to create and implement people management policies throughout the whole enterprise are all significantly impacted by devolution. Businesses that use a devolution plan run a significant risk since they are giving managers, who may not have had any professional HR training, the responsibility for the "care and feeding" of their most valuable assets. The daily HR procedures of the company have a significant impact on its performance metrics.

Large-scale environmental elements influencing HRM devolution practices are technical advancements, legal frameworks, and industrial dynamics. Businesses in highly regulated sectors or with volatile markets may approach HRM devolution differently than those operating in less constrained environments. Additionally, technology advancements in HRM, like as AI-driven analytics and HRIS (Human Resource Information Systems), which enable line managers to speed HR procedures and decision-making, have contributed to the devolution of HRM.

Key Words: HRIS (Human Resource Information Systems), AI-driven analytics.

1.INTRODUCTION

There is a growing, worldwide trend toward the transfer of human resource management duties to line managers. Numerous writers have proposed that devolution has both advantages and disadvantages. In order to investigate how devolution has affected HR managers' opinions of people management effectiveness in their companies, the current study surveyed HR managers. The findings showed that devolution had a favorable impact on perceptions of people management effectiveness. Nevertheless, a relationship between line support and devolution qualified this effect. This interaction, contrary to expectations, showed that giving line managers assistance and training for their HR duties had a higher positive influence on perceived efficiency in companies that had not devolved (non devolvers) in contrast to those that had Currently, all managers, irrespective of their functional area of expertise, are in the forefront of people management. Line managers, at the very least, decide who gets promoted, conduct performance reviews, and announce terminations. Nevertheless, some companies even go farther and actively participate in "devolving" to the line tasks that were formerly the sole purview of HR experts. Among these include hiring practices, career planning, adherence to occupational health and safety regulations, and the creation and upkeep of company cultures. There is an increasing, worldwide trend toward the devolution of HR tasks from HR professionals to line managers..

2. Body of Paper

RESEARCH GAP

The HRM revolution has brought about a fundamental shift in the roles and responsibilities of individuals as well as organizations. To properly comprehend and maximize these changes, a number of areas still need to be investigated further. Finding and filling these research voids can yield insightful information for HRM applications in the classroom and in real-world settings.

NEED OF THE STUDY

Over the past few decades, there has been a substantial development in the discipline of human resource management, or HRM. The change in HRM techniques has altered individual employee roles and expectations in addition to restructuring organizational duties. The purpose of this study is to investigate these shifts, assess their effects, and comprehend the dynamics that occur in contemporary workplaces.

PURPOSE OF THE STUDY

The study is to investigate how roles at the organizational and individual employee levels have changed as a result of the growth of human resource management (HRM) techniques. This study will examine how globalization,

technological improvements, changing worker demographics, and evolving workplace expectations have transformed HRM and how these changes have affected roles, responsibilities, and performance inside firms.

PROBLEM STATEMENT

Technology, globalization, and shifting labor dynamics have all contributed to the rapid evolution of human resource management (HRM), which has profoundly altered corporate tactics as well as the roles of specific employees. For businesses looking to improve employee engagement, productivity, and competitive advantage through HRM practices, this shift has brought both new opportunities and problems.

There is still a big knowledge vacuum regarding the complex duties that go into effective HRM in this modern period, both at the organizational and individual employee levels, despite a lot of study and real-world improvements in HRM. In particular, research is required to determine how HRM practices might be strategically aligned with organizational goals to support a culture of continuous learning and flexibility, while also enabling staff members to take initiative in their own personal growth and organizational contribution.

OBJECTIVES OF THE STUDY

1. To learn about the various practices and the history of human resource management.

2. To examine how human resource management affects the performance of organizations.

3. To identify a few common human resource management pitfalls.

RESEARCH DESIGN

The information used to write this paper was secondary. The internet, published books, newspapers, articles, research papers, and other sources provided the secondary data and information. Ultimately, the paper's data and information were presented in an elegant manner.

RESEARCH TYPE Descriptive in nature Sampling Technique: Random sampling technique was utilized for the purpose of the study. Random Sampling: Random sampling is a technique where participants are selected from a population in a purely random manner, ensuring that each member has an equal chance of being included.

DATA COLLECTION METHODS

Primary data are those that have been personally collected or have been obtained with direct observation. It refers to original information collected specifically for a study from the filled of inquiry. It mainly obtained through the survey method using a questionnaire as the tool.

Secondary data refers to information that has already been gathered and subjected to statistical analysis. It developed through different articles, publications, journals and websites for the company.

Population: 100 Sample

Size: 50 Sample

Unit: Medchal

QUESTIONNAIRE For data collection, a well-designed questionnaire with clear questions was utilized. The survey instrument consisted of closed-ended questions, multiple-choice options and Likert-scale items.
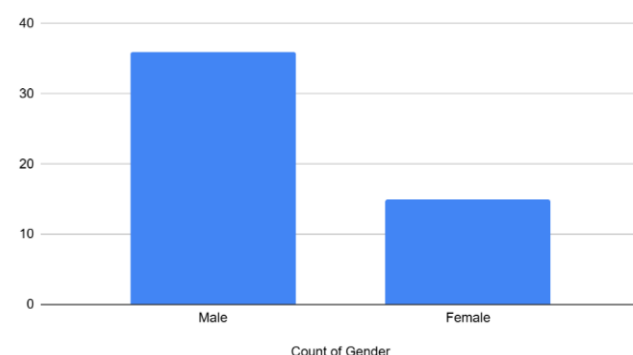
TOOLS USED: Google forms, Microsoft Excel, Charts, Bar graphs and Chi-square test. HYPOTHESIS
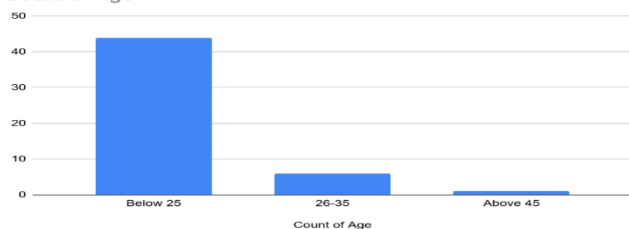
Table -1: Sample Table format

Gender	Male	Female	Total
Respondents	36	15	51
Percentage	70.6	29.4	100

Age	Below 25	Between 26 to 35	Above 45	Total
Respondents	44	6	1	51
Percentage	86.3	11.8	2	100

Count of Gender

Count of Age

How has your organization's HRM practices evolved in the past 5 years?	Positive	Neutral	Negative	**Total**
Respondents	**39**	**11**	**1**	**51**
Percentage	**76.5**	**21.6**	**2**	**100**

Count of How has your organization's HRM practices evolved in the past 5 years?

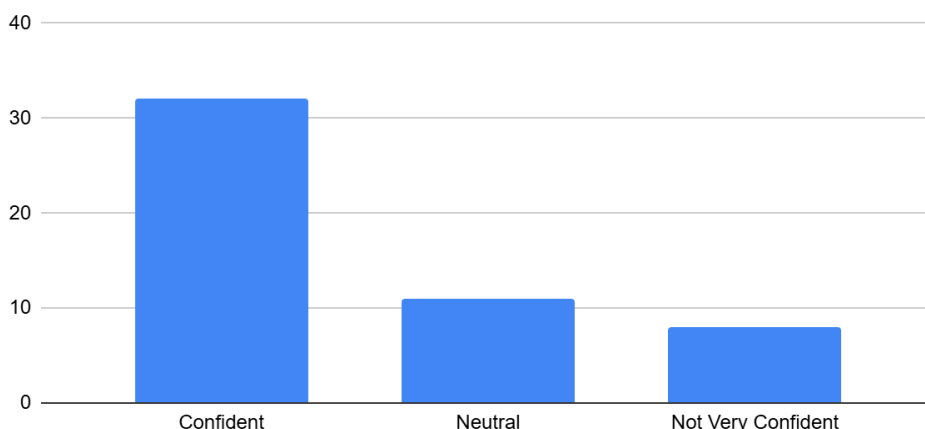| Which of the following HRM practices have seen the most significant changes in your organization?	Recruitment and Selection	Performance Management	Training and Development	Employee Relations	Compensation and Benefits	Health and Safety	Totel
Respondents	**12**	**15**	**12**	**3**	**4**	**5**	**51**
Percentage	**23.5**	**29.4**	**23.5**	**5.9**	**7.8**	**9.8**	**100**

Count of Which of the following HRM practices have seen the most significant changes in your organization?

Count of Which of the following HRM practices have seen the most significant changes in your org…

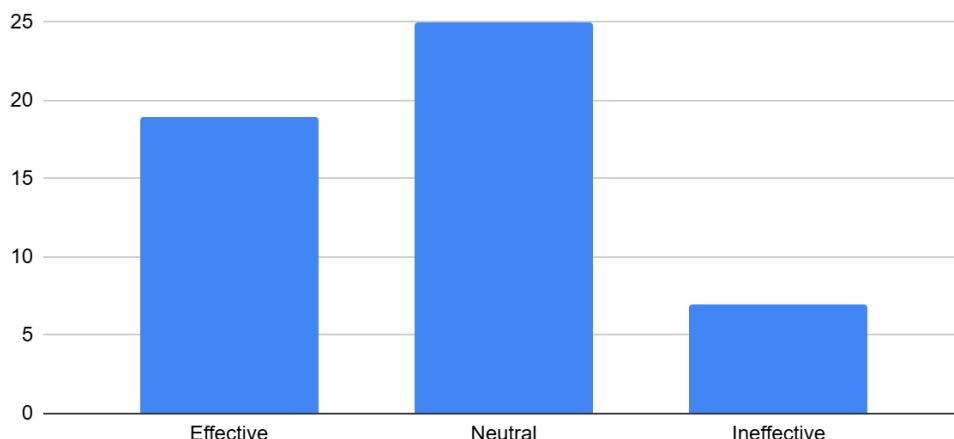| How effectively does your organization support employee development and career growth?	Confident	Neutral	Not Very Confident	Total
Respondents	**32**	**11**	**8**	**51**
Percentage	**62.7**	**21.6**	**15.7**	**100**

Count of How effectively does your organization support employee development and career growth?

Count of How effectively does your organization support employee development and career growth?

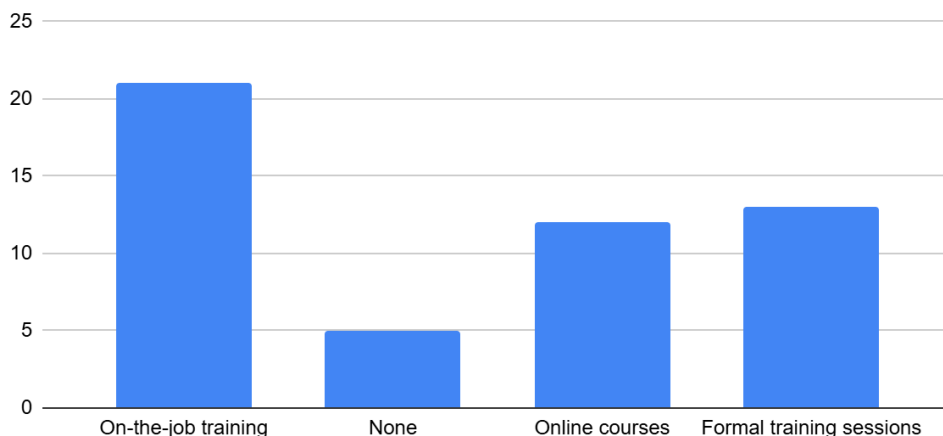| How would you rate your organization's efforts in fostering a positive work culture?	Effective	Neutral	Ineffective	Total
Respondents	**19**	**25**	**7**	**51**
Percentage	**37.3**	**49**	**13.7**	**100**

Count of How would you rate your organization's efforts in fostering a positive work culture?

Count of How would you rate your organization's efforts in fostering a positive work culture?

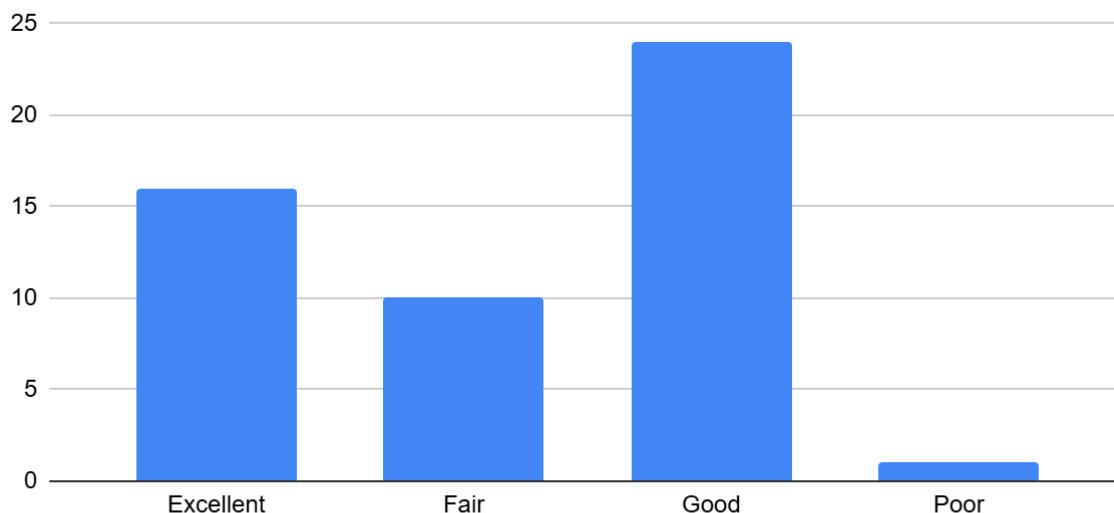| What type of training have you received to support your HRM responsibilities?	Formal training sessions	Online courses	On-the-job training	None	Total
Respondents	**13**	**12**	**21**	**5**	**51**
Percentage	**25.5**	**23.5**	**41.2**	**9.8**	**100**

Count of What type of training have you received to support your HRM responsibilities?

Count of What type of training have you received to support your HRM responsibilities?

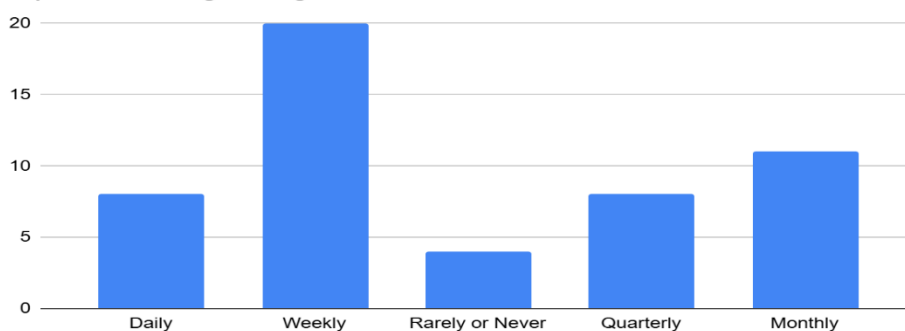| How would you rate the support provided by the HR department for your HRM responsibilities?	Excellent	Good	Fair	Poor	Total
Respondents	**16**	**24**	**10**	**1**	**51**
Percentage	**31.4**	**47.1**	**19.6**	**2**	**100**

Count of How would you rate the support provided by the HR department for your HRM responsibilities?

Count of How would you rate the support provided by the HR department for your HRM responsibil…

How often do you communicate with the HR department regarding HRM issues?	Daily	Weekly	Monthly	Quarterly	Rarely or Never	Total
Respondents	8	20	11	8	4	51
Percentage	15.7	39.2	21.6	15.7	7.8	100

Count of How often do you communicate with the HR department regarding HRM issues?

How confident are you in making HR-related decisions without consulting HR?	Confident aily	Neutral	Not Very Confident	Total
Respondents	28	18	5	51
Percentage	54.9	35.3	9.8	100

Count of How confident are you in making HR-related decisions without consulting HR?

How familiar are you with the organization's HR policies and procedures?	Very Familiar	Familiar	Neutral	Unfamiliar	Very Unfamiliar	Total
Respondents	14	17	14	5	1	51
Percentage	27.5	33.3	27.5	9.8	2	100

Count of How familiar are you with the organization's HR policies and procedures?

How frequently do you receive feedback on your HRM performance?	Regularly	Occasionally	Rarely	Never	Total
Respondents	22	16	9	4	51
Percentage	43.1	31.4	17.6	7.8	100

Count of How frequently do you receive feedback on your HRM performance?

Count of How frequently do you receive feedback on your HRM performance?

STATISTICAL TOOLS FOR ANALYSIS

H0: There is no impact of hidden agenda for employe training within the company

H1: There is impact of hidden agenda training within the company which ensure the growth of employees and the company.

	High Impact	Low Impact	Marginal Rows Totals
Male	30(28.24) [0.11]	6 (7.76) [0.4]	36
Female	10 (11.76) [0.26]	5 (3.24) [0.96]	15
Marginal Columns Totals	40	11	51 (Grand Total)

he chi-square statistic is 1.7386. The *p*-value is .187312. *Not* significant at $p < .05$

Since p value is less than 0.05, H0 Rejected and Accepted H1. So, there is an impact of hidden agenda for cross-cultural training within the company.

RESULT						
	High Impact	**Low Impact**				**Row Totals**
Below25	30 (28.77) [0.05]	14 (15.23) [0.10]				44
26-35	3 (3.92) [0.22]	3 (2.08) [0.41]				6
Above 45		1 (0.69) [0.14]				1
Colunm Totals	**33**	**18**				**51 (Grand Totals)**

The chi-square statistic is 0.9887. The *p*-value is .609964. The result is *not* significant at *p* < .05.

FINDINGS

The respondents feel that support provided by the HR department for your HRM responsibilities good with 47.1% and 2% poor

39.2% of respondents communicate with the HR department regarding HRM issues

Most of the respondents with 54% confidentaily in making HR-related decisions without consulting HR

Most of the respondents familiar are you with the organization's HR policies and procedures familiar 33.3%

Most of the respondents feel requently do you receive feedback on your HRM with 43.1%

SUGGESTIONS

On the individual employee level, analyze how employees are expected to engage in their own professional development actively. Discuss the importance of self-directed learning, adaptability to new technologies, and participation in organizational initiatives aimed at enhancing workplace culture and productivity.

Conclude by offering actionable recommendations for organizations to further evolve their HRM practices. Suggest implementing robust training programs, promoting a culture of feedback, investing in employee well-being, and leveraging technology to streamline HR processes. Emphasize the need for continuous innovation and adaptability to future workforce trends.

By addressing these aspects, your project will provide a comprehensive understanding of the dynamic nature of HRM and its critical role in both organizational success and individual employee development

CONCLUSION

In conclusion, the revolution of Human Resource Management (HRM) has profoundly altered the landscape of organizational dynamics, emphasizing the significance of both organizational-level strategies and individual employee responsibilities. At the organizational level, the evolution of HRM practices has necessitated a shift towards strategic HRM, wherein HR departments are viewed as strategic partners in achieving organizational goals rather than mere administrative entities. This entails aligning HR practices with the overall business strategy, fostering a culture of innovation, and promoting employee engagement and development.

Moreover, organizations are increasingly recognizing the importance of diversity, equity, and inclusion (DEI) initiatives, not only as ethical imperatives but also as drivers of innovation and competitive advantage. At the individual employee level, the revolution in HRM has brought about a paradigm shift in the way employees perceive their roles and responsibilities within the organization. Employees are now expected to actively engage in their own career development, continuously acquire new skills, and adapt to changing work environments.

Furthermore, the emergence of remote work and the gig economy has necessitated a reevaluation of traditional employment structures, with employees seeking greater flexibility and autonomy in their work arrangements. In this new era of HRM, organizations must prioritize creating a conducive work environment that fosters collaboration, communication, and psychological safety, thereby enabling employees to thrive and contribute meaningfully to organizational success.

In essence, the revolution of HRM has ushered in a new era characterized by a strategic focus on talent management, a commitment to DEI principles, and a recognition of the symbiotic relationship between organizational-level strategies and individual employee responsibilities. By embracing these changes and adapting to the evolving HRM landscape, organizations can position themselves for sustained success in an increasingly competitive global marketplace.

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