

Structural Changes of Human Resource Management Trends

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Abstract

The past few years have reconceived the human resource management industry in more ways than one. From a flexible work model to all-encompassing approach around employee welfare, 2022 will be the year HR adds value to the transfigure it has observed in the last year. This article will understand us Structural changes of human resource management trends and comparison between old Trends and new human resource Trends, and how Year 2020 pushed the HR industry to rework conventional processes and focus on positive workforce experience. As never before, companies pay attention to the mental health of employees and encourage diversity initiatives.

Keywords: Human Resource Management, New Trends, Old Trends Covid-19 Pandemic

Introduction

Human resource management (HRM or HR) is the effective and efficient management strategic approach for the employees in a company such that organisation help their business gain a competitive advantages. It is designed to maximize employee performance in service of an employer's strategic objectives. Human resource management is primarily concerned with the management of employees within companies, focusing on policies and systems. HR of the organisation are responsible for overseeing employee-benefits design, recruitment, training and development, performance assessment, and remuneration management, The overall purpose of human resources (HR) is to ensure that the company is able to achieve success through employees.

The working world is quickly changing. As a part of organization, Human Resource Management (HRM) must be prepared to deal with effects of changing working world. For the HR people it means understanding the implications of globalization, work-force diversity, changing skill necessity, corporate downsizing, continuous improvement initiatives, re-engineering, the contingent work force, decentralized work sites and employee involvement.

Result and Discussion

Trends in Human Resource Management, then and now

THEN (Ten year ago)	NOW
Ten years before, social media was quite new and a little confusing for business administrators and Human Resource. Twitter was just a year old,. In 2006, Almost Two-thirds of workers used technology to block connections to banned websites, according to a Bamboo HR study of HR trends, 3 out of 4 monitored which websites workers visited and more than half monitored employees' e-mails.	A more relaxed attitude prevails. According to Bamboo HR, In 2021, just 30% of organizations blocked access to certain websites and even some kept an eye on what workers were viewing and e-mailing..
Health and retirement programs were provided among employers, it is the most common benefits, and benefit offerings were relatively limited.	Employees still value the basics, but they also want more flexible and personalized benefits. Companies have responded by recalibrating their bonus to remain dog-eat-dog war for talent.
Companies count heavily on annual reviews of employees to evaluate performance and provide feedback—and some used cruel strategies that pitted workers against each other, in which the employees with the lower ratings tended to end up looking for other opportunities in the company or in other companies.	Companies are adopting a less formal and more pliable process in which workers get real-time feedback without design reviews. Instead of come to rankings, it's about the employees' impact over the last two to three months, their antedate future impact, what they learned from various experiences and how they grew professionally, says Chuck Edward, head of global talent acquisition at Microsoft, which employs 110,000 people globally. And instead of encouraging success war among colleagues, the system promote collaboration. Employees are encouraged on how they worked with their teams and contributed to colleague's success. That's a welcome positive approach, especially among Millennial workers. According to a Study by HR outsourcing company TriNet Nearly 6 out of 10 said they have been upset by a structured review, and most prefer ongoing conversations about their performance,.
People were starting to take advantage of programmed technologies to work from distant and outside of traditional business hours, but employers	According to the <u>Society for Human Resource Management study</u> showed that three times as many companies offered work from home last year than did in 1996. That gives freedom to both workers and

that offered freelancing options were still the exception rather than the rule	employers, who can extensively expand their pool of job candidates and someone can work across the world. pliant work arrangements and schedules have also brought about a different way to evaluate work. Long hours and face time used to be mandatory at some companies. Now, it's not so much about time served but rather about what gets done. "It goes right back to getting your work judged by getting the task completed," Harding says.
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While 2021 was a year of reinventing Human Resource and hardened its new role, year 2022 is going to be all about pushing the boundaries of how HR can add value.

Top 5 Human Resource Trends for 2022

1. A Hybrid work model

According to the Gartner survey conducted in June 2020, a survey among 127 companies to find out their plans towards post-COVID workplaces. The survey revealed that 47% of companies will allow their employees to work from home even after the pandemics. 43% of respondents from other companies will introduce flexible days, so employees can choose between remote or on-site work.

That's how we're approaching the era of hybrid offices (or work station). it is one of the hottest HR trends in 2022 that offers a flexible approach to organizing a workplaces:

Partly remote which that implies some of part of the workforce working remotely and another one works on-site. This scenario is used by the companies which can't move some of their processes to the remote due to security reasons or hardware limitations.

Flexible remote hours or days, so employees can customizes their workflows and work some of the time out of the site.

Shared workspaces: organization of the office where employees don't have a dedicated desk or a work station. They book the workspaces in advance once they decide to work from offices.

Companies are massively rethinking their real estate strategy, refusing long-term office expenses, and investing in spaces that'll function as headquarters and premier locations.

HubSpot, a sales and marketing software vendor, has offered three options to their employees that are : @home, @office, and @flex. From January 2021, employees can choose whether they want to work from home or go to the office three or more days per week, or have a mixed workflow. With this inventiveness , HubSpot will strengthen their remote-friendly masterplan and improve their employee welfare.

Lawrence Bossidy, writer and retired businessman, I am convinced that nothing we do is more important than hiring and developing people. At the end of the day, you bet on people, not on strategies

2. Employee experience: reconceive

With pandemic, the employee experience concept has slightly shifted to the life experience which isn't related with an office or physical presence with a team mates. A recent report in 2021 by McKinsey states that, companies will focus on building strong supervision and a sense of trust among the current workforce and potential employees in the work place. Such findings aren't astonishing as employees are seeking a sound and supportive environment during unquestionable time.

Among HR trends in 2021, we'll see companies redefine their employee experiences, involvement techniques, and perks.

First, focus will be put on employee welfare and fringe benefits that'll help them well organized daily routines. According to the Hartford's Future of Benefits Study conducted in August 2020, study shows that employees are becoming highly interested in fringe benefits like paid time off (52%), hospital indemnity insurance (48%), employee assistance programs (56%), and mental health support services (51%).

Secondly, companies will make a shift from offline to online work experiences. Zoom- meetings, fitness programmes and yoga classes, and meditation and many more health activities .

Lastly, among future HR trends we'll see a shift to life experience and company develops a collaboration tool with extra perks that aren't directly connected with the company. For example, Meal cards, shopping vouchers, free food delivery straight to employee's home so that they do not have to spent time in kitchen and grocery stores etc.

3. Employee up-skilling

Employee upskilling entered into the view of HR trends some time ago. A recent Udemy's survey showed that the upskilling demand grew to a whopping 38% in 2020. As a comparison with the year 2019 this figure was only 14%.

upskilling become the key HR trends because it's a sustainable and easy approach to increase workforce. its initiatives help HR professionals to hold employees, boost confidence, and cut costs on new recruitments.

Year 2019 brought us challenges like laying off at homes, increased number of medical leaves, and transition to work from home. To stay quick and embrace to external market challenges, organizations will upskilling their employees to help them to stay competitive. For instance, a consulting firm PricewaterhouseCoopers (PwC) spent 300 crore (3 billion dollars) on training of employees.

4. Data-driven HR and people analytical skill

Do u know only 34% of HR executives are depend on data and metrics for decision making.

According to LinkedIn's research, the key drivers of people analytics include:

The rise of the Chief Human Resource Officer role in the company's processes. To stay competitive and support overall business plant and strategic direction within an organization, HR executives need to adopt a data-driven mindset to assess present and future workforce demand, skill gaps, diversity in the workplace, and more.

Technologies like power driven chatbots, screening tools, and recruitment automation tools that make a people's experience more interesting, dynamic and engaging

5. Diversity, Equity, and Inclusion (DEI)

In the year 2020, the amount of search queries on personnel diversity perception has increased by 74% in comparison with previous years. Companies realize the impact of diverse teams on business innovations, profitability, and team morale. In fact, companies with a highly diverse workforce reported up to 19% higher revenues than companies with low diversity.

Conclusion

Year 2021 was coming to light of a new landscape, marked by lessons learned from the Covid-19 pandemic. 2022 will be the year to implement those lessons, along with development and in-depth coherence.

Combining traditional and work away models will heavily influence organizations' operations. A holistic approach to employee well-being, skill transformations and a human touch will ensure quality work experiences despite ever-shifting paradigms. With changing skill preferences. it would not be far-fetched to say that HR might be in for surprises as the year progresses. Companies must strategize for these shifts in advance to avoid compromising on their overall productivity and growth.

Year 2020 pushed the HR industry to rework conventional processes and focus on positive workforce experience. As never before, companies pay attention to the mental health of employees and encourage diversity initiatives.

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