

# THE ROLE AND CHALLENGES OF HUMAN RESOURCE MANAGEMENT IN ORGANIZATION

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## Abstract

This paper reviews the literature on exploration performance with the focus on mortal resource operation ( HRM) practices. The mortal resource function has gone from the traditional hire and fire part to a strategic mate at the table with finance, operations and other business centers that aren't centers of profit for the association. In this composition, we bandy the reasons for associations to have a HRM strategy as well as the business motorists that make the strategy imperative for organizational success. It's a fact that to thrive in the chaotic and turbulent business terrain, enterprises need to constantly introduce and be "ahead of the wind" in terms of business practices and strategies. It's from this provocation to be at the top of the pack that HRM becomes a precious tool for operation to insure success. As Edward L. Gubman observed in the Journal of Business Strategy," the introductory charge of mortal coffers will always be to acquire, develop, and retain gift; align the pool with the business; and be an excellent contributor to the business. Those three challenges will no way change.

**Key Words:** Human resource management, needs, importance and challenges

## Introduction

Human Resource Management includes conducting job analyses, planning labor force requirements, retaining the right people for the job, orientating and training, managing stipend and hires, furnishing benefits and impulses, assessing performance, resolving controversies, and communicating with all workers at all situations. exemplifications of core rates of HR operation are expansive knowledge of the assiduity, leadership, and effective concession chops, formerly called labour force operation. Any association, without a proper setup for HRM is bound to suffer from serious problems while managing its regular conditioning. For this reason, moment, companies must put a lot of trouble and energy into setting up a strong and effective HRM.

In other words, we can say that the HRM is witnessing a massive metamorphosis that will change a career path in as at uncertain ways. workers are placing the lesser emphasis on business wit and are automating and outsourcing numerous executive functions, which will force numerous HR professionals to demonstrate new chops and contend for new, occasionally strange places. The significance of mortal eventuality for company increases proportionally with the speed of changes which appear in the business area because mortal capital represents a introductory qualitative parameter of fruitfulness of

any changes. Following that, mortal coffers Management( HRM) must aim at achieving the competitiveness of the company in the field of HR by means of furnishing constant educational and training programs for particular development of workers.

### **Review of Literature:**

Review of literature linked nine essential HRM practices videlicet; reclamation and selection, training and development, performance appraisal, career planning, Job description, compensation and price, and hand participation. Reclamation and selection primarily aims at attracting outside number of largely talented aspirants and opting the stylish to achieve competitiveness. Training and development induce palpable outgrowth( bettered productivity, quality of products and services, and resource optimization), and impalpable results in terms of enhanced tone regard, high morale, and satisfaction of workers due to accession of fresh knowledge, chops, and capacities. Kun( 2000) stressed that companies should invest heavily in training the pool for perpetration of client concentrated strategy. Blair and Sisakhti( 2007) set up that expenditures on training and development yield enormous benefits. Experimenters have concluded that investment in training yields strategic advantage to the associations( Bitner and Zeithmal, 2001).

Information technology plays an important part in adding the effectiveness and productivity of mortal coffers and in general in the growth of associations. Because mortal coffers are the main capital and strategic factor of any association. On the other hand, moment, having high quality mortal coffers with high productivity, having new and over- to- date information and styles and information technology chops, determines the position of nations in the scale of global divisions. When mortal resource training is objectively aimed at the excellence and growth of associations. Nzari, (2017).

In general, information technology is considered as one of the most important axes of development in the world, and numerous countries in the world have considered the development of information technology as one of the most important architectures for their association development. Because the use of information technology affects all situations of the association. thus, given the influence and dramatic goods of information technology on mortal coffers, the sweats of associations to increase the productivity and growth of mortal coffers can feel kindly possible.( Najafi, Electronic Human Resource Management, 2016).

### **Objective of Study**

1. To study the need of Human Resource Management.
2. To study the challenges in HRM.
3. To study the significance of Human Resource Management.

### **Research Methodology:**

The study mainly relies on secondary data. The sources of data include Books, Magazines, Research Articles, News Papers, Conference Proceedings, Research Journals etc.

### **Need for HRM**

Human Resource Management is demanded to achieve the following objects.

- To give, produce, use and motivate workers to negotiate organizational pretensions.
- To produce openings ,to give installations, necessary provocation to individual and group for their growth with the growth of the association by training and development, compensation etc.
- To employ the chops and capability of the pool efficiently, i.e., to use mortal coffers Effectively.
- To produce a sense and feeling of belongingness platoon- spirit and encourage suggestions from workers.
- To help maintain ethical programs and gusted outside and outside the association.
- To maintain high moral and good mortal relation within the association.
- To secure integration of individual and groups in securing organizational effectiveness
- To manage change to the collective advantage of individualities, groups, the association and the society.
- To insure that, there's no trouble of severance, inequalities, espousing a policy feting merit and hand donation, and condition for stability of employment.
- To increase to the fullest the hand 's job satisfaction and tone- fruition; it tries to prompt and stimulate every hand to realize his eventuality.

### **Emerging HR challenges**

#### **1. Globalization in HRM**

The term Globalization has raided the mind of every successful businessman and the conception of Global Village is common issue in ultramodern business world. Globalization is a process that's drawing people together from all nations of the world into a single community linked by the vast network of communication technologies. This aspect of globalization has also affected in the business world of today. HR Manager moment need not calculate in small limited request to find the right workers demanded to meet global challenges, but moment they can retain the workers from around the world.

#### **2. Handling multilateral/ Different pool**

A multilateral pool is one made up of men and women from a variety of different artistic and ethnical backgrounds. The labour force any country is a reflection of the population from which it's drawn, despite some deformations that may be caused by demarcation or artistic bias in hiring. Dealing with people from different ' age ', ' gender ', ' race ', ' educational background ', ' position, income ', ' maternal status ', ' religious beliefs ', ' connubial status ' and ' strain ' and ' work experience ' can be a gruelling task for HR directors. Cultural differences may frequently lead to difficulties with dispatches and a rise in the disunion that can develop as people with different prospects and habits interact.

#### **3. Employee Selection**

Employee selection is an important process for any association, but particularly for small business that can be challenged to contend with larger workers. Small business need able and competent workers to help them develop and deliver high quality products and services. Not only these difficulties but there are some other factors which impact the employee selection. therefore a HR director need to consider all these factors while opting the stylish suitable hand for his association.

#### **4. Compliance with Laws and Regulation**

Keeping up with changing employment laws is a struggle for business possessors. Numerous choose to ignore employment laws, believing they do n't apply to their business. But doing so could mean check-ups, suits, and possible indeed the demise of a company. As HR manger will be responsible in hiring workers it's his duty to watch of laws and regulations regarding employment, therefore it'll be veritably gruelling to him to elect an employee

with taking into consideration of all laws and regulations. He must get streamlined himself about the changing rules and regulations regarding employment.

#### 5. **Training and development**

“ Training is precious. Without training it's more precious. ” – Nehru Training is about knowing where you're in the present and after occasionally where you will reach with your capacities. By training, people can learn new information, new methodology and refresh their being knowledge and chops due to this there's important advancements and adds up the effectiveness at work. The motive behind giving the training is to produce an impact that lasts beyond the end time of the training itself and workers get streamlined with the new miracle. Training can be offered as skill development for individualities and groups.

#### 6. **Balance with work life**

Balancing work and life assumes applicability when both hubby and woman are employed. In India, working women now regard for 15 of the total civic womanish population of million. Any association that strives to be reckoned as ‘ a great place to work ’ needs to pay special attention to minimize and grease resolution work life conflict of their workers. The challenge still is in knowing and doing effects that grease and support work life balance without intruding into the particular lives of workers. The HR department of similar association is frequently stretched for creative results that are practical to apply, yet are effective in impact. Successful associations in this space have taken work- life- balance to indeed advanced situations by not simply confining themselves to addressing domestic pressures on their workers but easing tone- fruition of these individualities

#### 7. **Retaining Hand**

Globalization has given freedom to working professionals to work anywhere in the world Now that they've endless economic openings to work, hiring and retaining the stylish assiduity bents is no joke furnishing excellent work terrain and offering further remuneration and gratuities than your challengers can retain and motivate them.

#### 8. **Conflict Managing**

There's no association without conflict situations. It's known that 80 of conflict situation do singly of mortal will. Its causes are people's individual characteristics, as well as structure of the association, conditioned by the culture established in the association. Work- Life- conflict is a clear and present peril to associations and denial of this fact would be at the pitfall of accepting sour hand performance. HR directors should know how to handle hand- employer and hand- hand conflicts without hurting their passions.

### **Importance of HRM:**

**Human Capital Value:** Having an in- house mortal coffers function is important. An in- house mortal coffers staff or a mortal coffers expert on staff can increase the understanding of how important mortal capital is to the company's nethermost line. For small businesses, in particular, mortal capital is critical because so numerous lower enterprises have workers who perform cross-functional duties. With a lower pool, if just one person leaves, it leaves the company with a huge gap to fill and a implicit trouble to the company's profitability.

**Conflict Resolution :** Workplace conflict is ineluctable, given the diversity of personalities, work styles, backgrounds and situations of experience among workers. A mortal coffers director or a staff person especially trained to handle hand relations matters can identify and resolve conflict between two workers or a director and hand and restore positive working connections.

**Budget Control :** Human resources checks inordinate spending through developing styles for reducing pool operation costs, which includes negotiating better rates for benefits similar as health care content. In addition, HR ensures competitive and realistic pay envelope- setting grounded on studying the labour request, employment trends and payment analysis grounded on job functions. As some small businesses have budget constraints, this HR function is especially helpful.

**Training and Development :** HR conducts needs assessments for the organization's current pool to determine the type of HR training and HR development necessary for perfecting HR and qualifications. Companies in the morning or growth phases can profit from relating training requirements for being staff. It's much less precious than the cost to hire fresh staff or further good campaigners. In addition, it's a strategy that also can reduce development and ameliorate HR retention.

**Employee Satisfaction:** HR specialists generally are charged with the responsibility of determining the position of employee satisfaction-- frequently an nebulous dimension at stylish. With precisely designed HR checks, focus groups and an exit interview strategy, HR determines what underlies employee dissatisfaction and addresses those issues to motivate workers.

**Performance enhancement:** HR develops performance operation systems. Without a HR staff person to construct a plan that measures performance, workers can wind in jobs that are not suitable for their HR and moxie. also, workers whose performance falls below the employer's prospects can continue on the payroll, thereby creating wasted plutocrat on low- performing workers.

**Cost Savings:** The cost to hire new or relief workers, including training and ramp- up time, can be extravagant for employers, especially small businesses. With a well- constructed reclamation and selection process, the HR function can minimize charges regarding advertising job bulletins, training new workers and enrolling new workers in benefits plans.

**Sustaining Business:** Through HR planning that HR develops, the company identifies workers with the pledge and needful capabilities to ultimately transition into leadership places with the company. This is an important function as it can guarantee the organization's stability and unborn success.

**Commercial Image:** Businesses want to be known as the " employer of choice." Employers of choice are the companies that admit recognition for the way they treat workers; they're the companies for whom people want to work. getting an employer of choice means HR balances retaining the most good aspirants, opting the most suitable campaigners and retaining the most talented workers.

**Trust ability:** HR ensures the pool embraces the company's gospel and business principles. From the perspective of a small business, creating a cohesive work terrain is imperative. The first occasion HR has to negotiate this is through wise hiring opinions that identify desirable professional traits, as well as exposure and on- boarding programs.

**How to overcome the HR challenges?**

**Proper HR planning:** To overcome the below challenges a HR manger must have to do a proper planning before going for reclamation or selection process with regard to how numerous vacuities are there that's of what kind of job and for that from where he has to retain and what must be the qualification of a seeker and how they've to conduct interviews and what are all the hurdles, impacting factor may arise in opting a seeker.

**Facilitation:** A HR director must take care of facilitation to be given to the being workers or for new workers. He should see to that what will be the motivator for hand to get stimulated to give his stylish and he must take care especially about women workers and utmost competent and talented workers to avoid retaining of workers.

**Ethical gusted:** A HR manger should borrow ethical gusted to have cordial relationship with workers and to avoid conflicts and handle different pool with care.

**Collaboration:** An HR manger must work in different work force and he must stimulate his inferiors to do action. Therefore he must develop coordinating station in him as well as in the working terrain.

**Sympathy and Consideration:** As mortal is a social being he needs care and sympathy from others in his working place or anywhere. Therefore as an HR director works with humans he must have sympathy and should consider someone's problem.

**Knowledge of Labour:** An HR manger should have complete knowledge of labour that is, he must know the mind set of workers. A director must have long experience with different pool not only this but also he must know about changing trend in labour sector as well as changing rules and regulation of employment. He must know about what is the minimum and maximum pay envelope rate and normal working hours.

**Academic Qualifications:** To be HR director one should have high academic qualifications with proper knowledge and experience.

**Fairness:** A HR manger mustn't be veritably rough and hard while he deals with his workers.

**Communication:** There must be proper communication among HR director or departmental directors and workers and it must be clear and accessible. Business possessors should concentrate on communicating the benefits of the change for everyone so that workers can acclimate to changes veritably fluently and snappily. Business should produce openings for its workers to use their chops and strengths every day. Negotiating pretensions will motivate them and give them a chance to develop their chops.

## Conclusion

The practice of HRM must be viewed through the prism of overall strategic pretensions for the association rather of a standalone shade that takes a unit grounded or a micro approach. The idea then to borrow a holistic perspective towards HRM that ensures that there are no incremental strategies and the HRM policy enmeshes itself completely with those of the organizational pretensions. From the view point of below explanations, the globalization has numerous counteraccusations for the establishment that may number the diversity of societies. The HRM in moment's period has to mount the moxie, mind set and capabilities that are demanded to gain a competitive edge on

global scale. HR director must be on nonstop looking out for creativity and invention as it's known to be the key to success. It depends largely on HR to face the challenges of globalization which has given an entirely new view to associations.

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