

AMOGHVARTA

ISSN : 2583-3189



The Impact of Strategic Human Resource Management in Indian Air Force

ORIGINAL ARTICLE



Authors

Harshita Bhatnagar

Research Scholar

Defence & Strategic Studies Department

Jiwaji University

Gwalior, Madhya Pradesh, INDIA

&

Dr. Girish Sharma

Guide / Professor Military Science

P. G. Department & Research Center

Govt. Science College

Gwalior, Madhya Pradesh, INDIA

Abstract

The Indian Air Force (IAF) is the air arm of the Indian military. Its supplement of work force and air ship resources positions fourth among the air forces of the world. Its essential mission is to verify Indian air space and to direct aeronautical fighting amid equipped clash. As every human being has its own physical and mental capacity and perspective to adopt all things that brain can understand or conceive. HRM, at that point, is locked in not just in verifying and building up the gifts of individual laborers, yet additionally in actualizing programs that improve correspondence and collaboration between those individual specialists so as to sustain hierarchical advancement. The present paper deals with the impact of strategic human resource management in Indian Air Force.

Key Words

Human Resource Management (HRM), Indian Air Force (IAF), Strategic Human Resource Management (SHRM).

Introduction

The Indian Armed Forces, the second largest force in the world, are known for their professionalism, bravery and valor. They are vital strategic resource of the nation and enforce national diplomacy through show of strength. Stronger the force, strong is the nation. Managing 1.4 billion strong Armed forces which is manpower intensive is therefore, a complex and dynamic process. For last two decades, the Indian Armed forces are facing huge short-ages in the young officers who can be called the cutting edge and are in forefront in leading their men into the battle.

The Standing Committee on Defense in its latest report tabled in Indian Parliament has also expressed concern at the shortage of personnel in the Armed Forces. Tough working conditions, disruption in family life and stress and strain due to prolonged deployment in difficult areas are the other contributing factors in making the Armed Forces 'an unattractive career' and ever increasing requests for premature retirements.

Human Resource Management in Indian Air Force

Human resource management is critical in the Indian armed forces as it is responsible for ensuring that the right people are in the right roles at the right time. This is particularly important in the military as it requires individuals with specific skills, qualifications, and abilities to carry out their duties effectively.

HR management plays a key role in identifying and recruiting the right individuals to serve in the Indian armed forces. This includes setting standards for qualifications, skills, and physical and mental fitness.

HR management is responsible for ensuring that personnel receive the necessary training and development to carry out their duties effectively. It is responsible for managing the career development of personnel, including promotions, transfers, and retirements.

HR management is responsible for ensuring the well-being and welfare of personnel and their families. This includes providing support for medical, financial, and other issues.

Challenges of Human Resource Management in IAF

Human resource management in the Indian armed forces faces several problems, some of which include:

- (a) **Shortage of Personnel:** The Indian armed forces have faced a shortage of personnel in recent years, particularly in certain specialized fields such as medicine, engineering, and technical trades. This can lead to a shortage of personnel in critical roles, which can negatively impact the readiness and effectiveness of the armed forces.
- (b) **Aging Workforce:** The Indian armed forces have an aging workforce, with many personnel nearing or already at retirement age. This can lead to a shortage of experienced personnel and a lack of continuity in leadership and decision-making.
- (c) **Limited Career Progression:** Career progression in the Indian armed forces is often limited, with many personnel reaching a certain rank and then being stuck in that position for many years. This can lead to dissatisfaction and a lack of motivation among personnel.
- (d) **Bureaucratic Delays:** The Indian armed forces are known for their bureaucratic nature, which can lead to delays in decision-making, recruitment, and other HR-related processes. This can negatively impact the efficiency and effectiveness of the armed forces.
- (e) **Limited Opportunities for Skill Development:** There are limited opportunities for personnel to develop new skills, which can lead to a lack of motivation and a lack of personnel with the necessary skills to meet the changing needs of the armed forces.
- (f) **Lack of Proper Welfare Measures:** There have been instances where the welfare measures provided by the Indian armed forces have been found to be inadequate, leading to dissatisfaction among personnel and their families.
- (g) **Lack of Transparency and Accountability:** There have been instances where HR-related processes such as promotions and transfers are perceived to be opaque, resulting in a lack of trust in the system.

No formal studies / literature on Best HR practices in the Indian Air forces were available.

Strategic Human Resource Management in Indian Air Force

Strategic human resource management is a process that helps IAF to achieve their goals by better managing their workforce. By taking the time to develop a SHRM plan, IAF can ensure that they have the right people in place to achieve their goals. Strategic Actions are projects or programs outside of an IAF day-to-day operational. They are such things as IAF change, creating capability to do something new or better, or improving performance.

Within the past decade, the Air Force has employed two governance structures to oversee human resource development and human resource management (HRM). The first was known as the Force Management and Development Council (FMDC), and the current is the HRM Strategic Council (HSC) and HRM Strategic Board (HSB). Recently, considerable interest has been expressed in discarding the HSC format in favor of returning to an FMDC-like structure. The primary objective of SHRM is to provide insights to assist in development of a new, more effective governance structure that will meet the challenge of providing greater adaptability and flexibility as outlined in current Air Force strategy. The insights offered are based on the authors' informed judgments and perspective based on their experience, observations, and discussions with knowledgeable people and stakeholders.

Benefits of a Strategic Approach to HR:

Facilitates development of high-Quality workforce through focus One types of people and skills needed:

- Facilitates cost-effective utilization of labored, particularly in Survive industries where labor is generally greatest cost.
- Facilitates planning and assessment of environmental uncertainty, and adaptation of organization to external forces.
- Successful SHRM efforts begin with identification of strategy needs.
- Employee participation critical to linking strategy and HR practices.
- Strategic HR depends on systematic and analytical mindset.
- Corporate HR departments can have impact on organization 's efforts to launch strategic initiatives.

Conclusion

Finding a harmony between outside what's more, inner factor require for the IAF, and much more for exceptional power, to utilize deliberately the human asset the executives framework. Understanding the subsystems what's more, the capacities performed by those subsystems and the contrasts between corporate HRM and S HRM is a must if IAF need to effectively enroll and hold quality work force in the open work advertise.

References

1. Becker, B. E.; Huselid, M. A. (1998) *High Performance Work Systems and Firm Performance: A Synthesis of Re- search and Managerial Implications: Research in Personnel and Human Resource Management*, JAI Press Inc, USA & p 55.
2. Hasnain, Ata (2014) "Mentoring: A Solution to Many Social Problems of the Indian Army". *South Asia Defence & Strategic Review*, November 2014, Volume 1, Issue 11, p. 23-30.
3. Katou, A.; Budhwar, P. (2006) "The Effect of Human Resource Management Systems on Organizational Per- formance: Test of a Mediating Model". *International Journal of Human Resource Management*, Volume, Volume 17, Issue 7, p. 1223-1253.
4. Lado, A. A.; Wilson, M. C. (1974) "Human Resource Systems and Sustained Competitive Advantage: a Compe- tency-based Perspective". *Academy of Management Journal*, Volume19, Issue 4, p. 27.
5. Wernerfelt, B. (1984) "A Resource-based View of the Firm". *Strategic Management Journal*, Volume 5, Issue 2. p. 171..

---==00==---