



Challenges of Human Resource Management with Special Reference to Indian Defence Forces

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ABSTRACT

Human Resource Management (HRM) involves several responsibilities, from workforce recruitment to continual training, development and legal compliance. There are numerous challenges of HRM in India that expand over three domains. It is a great challenge to cater to the unique requirements of the workers dependent on their age, gender, or ethnicity. As a manager, while fostering effective communication when workers from different backgrounds work together is difficult because employee disagreements are much more frequent. The present paper deals with the challenges of HRM in Indian Air Force.

KEY WORDS

Human Resource Management (HRM), Indian air force, Operations.

INTRODUCTION

Human resource management can be defined as the total knowledge, skills, competencies, intelligence, values, attitudes and aptitudes of the employees working in an organization. With the growing importance of manpower in the organization, its management is also crucial to retain good skill and talent. It is a management function that helps managers recruit, select, train and develops manpower for an organization. Also Human Resource Management includes employees remuneration, motivation and growth. Human resource can also be termed as personnel, people at work, staff and employees.

When we design an organization, we design it as a structure. There is no life its activities still is manned by humans. The process of manning an

organization is known as staffing. Staffing, therefore involves manning organization positions to make it active. In fact some staffing has been done in the nature of owners, promoters etc. Much ahead of the organization structure because business formation and building structure is a human activity. In a way staffing includes these people, though they staff themselves in the initial period before the organization takes shape. Thus, staffing is filling work positions and maintaining such positions that are needed over time, fully manned by competent people. Inviting people, making their choice and fixing them up with work responsibility and then maintaining such role becomes a process of staffing.

Human Resource Management: Key Responsibility

Human asset the board is worried about the improvement of the two people and the association in which they work. 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 essential obligations related with human asset the board incorporate occupation investigation and staffing, association and use of work drive estimation and evaluation of work constrain execution, usage of remuneration frameworks compel execution, implantation of remuneration frameworks for representatives, proficient advancement of laborers, and support of work drive.

Occupation investigation comprises of deciding frequently with the assistance of other organization territories the nature and obligations of different business positions. This can include assurance of the aptitudes and encounters important to sufficiently perform in a position, recognizable proof of occupation and industry patterns, and expectation of future work levels and expertise prerequisites. "work investigation is the foundation of HRM practice since it gives substantial data about occupations that is use to employ and advance individuals, build up wages, decide preparing necessities, and make other essential HRM practice since it gives legitimate data about jos that is use to enlist and advance individuals, set up wages, decide preparing requirements, and settle on other vital HRM choices, expressed Thomas S. Bateman and Carl P. Zenithal in Management. Capacity and Strategy Staffing, in the interim, is the real procedure of dealing with the stream of faculty into, inside (through exchanges and advancement), and out of an association. When the enrolling some portion of the staffing procedure has been finished, choices achieved through employment posting, interviews, reference checks, testing, and different devices.

Challenges of HRM in Indian Air Force

India faces an entire scope of complex difficulties with all due respect modernisation goals, which are gone for containing the dangers that it sees to have extreme ramifications for its national security. Investigating the present limits of India's guard industry, it isn't difficult to state that numerous spectators stay contemptuous of the equivalent and have proposed various changes gone for reinforcing India's barrier creation abilities, in this way accomplishing independence in building such capacities and streamlining India's resistance acquirement methods for lesser procedural deferrals in securing propelled weapons framework.

As India is one of the biggest merchants of arms on the planet, its over-reliance over different nations for modern weapons framework for the administrations of the Armed Forces is probably going to influence adversely India's yearnings of turning into an incredible power. It is broadly trusted that incredible forces should have an extraordinary arms businesses. The difficulties that India's barrier industry today faces as far as delivering and securing propelled weapons framework to satisfy the necessities of the administrations of the Armed Forces are gigantic and need basic examination. The issues that India faces today are thusly talked about one by one.

India's guard modern arrangement amid the underlying long periods of its autonomy was guided by the expression 'independence'. This was in this way adjusted to 'independence' in resistance generation, and now it has for quite some time been a principal objective of indigenous deadly implements creation in India.

Be that as it may, India's overwhelming reliance on arms imports has involved worry for parliamentarians, oversight organizations, arrangement creators and safeguard examiners.

CONCLUSION

Finding a harmony between outside what's more, inner factor require for the military association, 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 military HRM is a must if military associations need to effectively enroll and hold quality work force in the open work advertise.

The challenge for quality work force will require not just a superior comprehension of the practices utilized in the corporate HRM, yet in addition the usage of custom-made option acquired from it in the military. As the military association looks increasingly like a partnership on account of an all volunteer constrain, the upgrades identified with rewards, flexibility and hierarchical culture will accompany the cost, particularly in term of debilitating of the direction relationship and the adjustments in social qualities specific to the military.

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