



Modern Trends And Strategies In Management : Human Resource Management

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ORIGINAL ARTICLE



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Modern Trends And Strategies In Management: Human Resource Management
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Abstract :-

The motive of research paper is to understand the working of Human Resource Management. Main functions, scope and impact of Human resource Management in organisation. It also throws light on development of human resources through trainings, rewards and ensuring maximum satisfaction of employees. Main motivation of this research paper is to know why the need of human resource management is felt very much in present structure of work environment. HRM has become important both in public and private sector as there is separate ministry of Human Resource development working under government. This aims at proper management of human resources in the country.

Keywords :-

Job analysis, HRM, Rewards.

Introduction :-

Human Resource Management is a very vital concept and becoming very popular with the development of management thoughts. The origin of HRM dates back to 19th century with the concept of welfare officers. The first welfare officers were women and raised their voice against the harshness of industrial conditions, labour and trade unions. Beginning of 20th century with the start of world war gave birth to change in management of personnel. This work became full time basis for making war materials in Second World War. Titles like 'labour manager' or 'employment manager' in jobs were introduced in industry. Human resource management got reaped in 1945 and

afterwards due to poor industrial relations. But as it comes to present scenario HRM has become very crucial for diversity, reward, resourcing, learning and development. HRM as a department comprises of functions like planning, job analysis, recruitment, selection, human resource auditing and many more. In today's era no business houses or management can survive without proper HRM. Both government and private sectors are working for human resource development. Central government have MHRD initiated in most of the states and even universities are having separate departments. Tata consultancy services (TCS) is the largest human resource management provider in the world.

Review of literature :-

HRM provided by George Elton Mayo has a special area in all aspects of economic, commercial and social activities. Therefore it becomes very important to study the working of HRM and its importance in overall management. HRM has become indispensable factor in all sectors whether business, service and professionals. There are many consultancy services run by large corporate houses only to cater the need of proper personnel management

Objectives of the study :-

1. To study the present developments in management.
2. To know about the importance of HRM in human civilisation.
3. Role of HRM in economic development and industrialisation.

Research Methodology :-

This paper is completely based on secondary data and literature. Information has been collected from various books, journals and published literature.

Process of Human Resource Management :-

HR department formulates various strategies and executes the same with designing of effective process to accomplish the predetermined targets and vision of the organisation. There are various HR processes such as Human resource Planning, Employee relations, Employee remuneration and benefits administration and performance management. Human resource planning is a wider process which deals not only with the people forecasting but also involves processes of training, orientation, induction, Evaluation, promotion and layoffs. All the processes are interrelated for the success and survival of various strategies of HR as no process can work and survive in isolation.

Functions of Human Resource Management :-

The main function of HRM is to deal with human or workforce concerned with the hiring, training, development, communication, motivation and administration. It also ensures the satisfaction of employees and getting work done by them to their fullest efficiency to achieve organisation goals. HRM can be classified into three main functions.

Managerial functions :-

Managerial functions under HRM are same as of universal function of management. It includes planning, organising, directing and controlling of human resources instead of material resources.

Operative function :-

Operative function deals with practical approach of recruiting, selecting, Job analysis and design, performance appraisal, training and development, wages and salary administration,

employee welfare, maintenance, labour relations, personnel research and record. This is very important area as to bring work force into action.

Advisory function :-

HRM being expert in managing human resources can give advice on matters related to man power of organisation. It gives advise to top management in formulation of policies and plans and advices departmental heads about operative functions.

Scope of Human Resource Management :-

The scope of human resource management was limited only to employment, maintenance and payment of salary and wages. Where as in present times the scope of human resource management is very vast and got enlarged with systematic objects and organisations. Strategic management, motivation, maintenance, employment and development and participative management also adds to importance of HRM.

Human Resource Management- Roles and Responsibilities of human resource managers in organisations :-

Role or HR managers in organisations are very crucial. As a well qualified HR manager will be able to maintain a healthy work culture with initiating professional development, work appraisals and ensuring healthy employee relations. He should have a capacity of resolving conflicts and maintain peaceful environment. To motivate employees with both monetary and non- monetary incentives. In case if organisation faces any legal problems, he should posses a legal knowledge to settle all the legal matters of the organisation.

Practical Impact of HRM on organisation :-

HRM practices implemented by organisations are proving very important to take work from employees to their potential strength to survive competition. Apart from other factors of management HR practices are establishing positive approach on management. Previous researches have indicated that HR practices establishes balance with performance of organisation. The organisation having best HR practices have quality for better satisfaction of employees and their increased team performance.

Talent Management of HRM in organisation :-

Management being a developing subject introduces new concepts with the challenging competitive and innovative environment in organisations. Talent management is a new concept of human resource management which deals with managing and grooming the special talents of the new comers and the existing employees. Companies having brand image and goodwill attracts the best talent and nurture them well to set a role model for other companies to follow with the help of best HR practices. There are some aspects in talent management First aspect stresses on recruiting international talents and people from various backgrounds to welcome the diversity. Next aspect is to develop talent development chain by identification and grooming of high potentials. This helps organisations to create good leaders who lead the companies to its new heights and establish as a leading company in the organisation. Third aspect is to provide better opportunities to the existing employees both at vertical and horizontal levels of the management. These aspects provide employees to develop their careers as per the interest of employees and providing them with satisfaction levels in their roles. Talent management also ensures in creating a positive work culture within the organisation. In this competitive environment every organisation needs to manage their talents and maintain a sound goodwill to survive in the developing era of management.

Conclusion and Recommendations :-

The above study reveals the features, scope, impact and its role in organisational development. HRM not only being a part of management has evolved as a complete subject. The main part of organisation is active and efficient workforce. Therefore there should be proper and systematic human resource management to deal with personnel by increasing their satisfaction level and enhanced performance. HRM has become a distinct part of near about all business houses. But many organisations do not follow HRM practices properly which results in their low productivity and performance. These practices can take any simple or small organisation to its heights. As with positive environment and with proper training working efficiency can be increased. HRM also helps any organisation to create its goodwill.

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