

Emerging Trends in Management and Information Technology

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Abstract

Human resource management is the process of bringing people and organizations together so that the goals of each are met. It tries to secure the best from people by winning their wholehearted cooperation. In short, it may be defined as the art of procuring, developing and maintaining competent workforce to achieve the goals of an Organization in an effective and efficient manner.

HRM is a strategic approach to the acquisition, motivation, development and management of the organization's human resources. It is a specialized field that attempts to develop an appropriate corporate culture, and introducing programmes which reflect and support the core values to the enterprise and ensure its success.

Thus, According to Flippo, human resource management is "the planning, organizing, directing and controlling of the procurement, development, compensation, integration, maintenance and reproduction of human resources to the end that individual, organizational and societal objectives are accomplished."

Cloud computing refers to the delivery of computing and storage capacity as a service to a heterogeneous community of end-recipients. The name comes from the use of a cloud-shaped symbol as an abstraction for the complex infrastructure it contains in system diagrams. Cloud computing entrusts services with a user's data, software and computation over a network.

Keywords: Strategic human resource management; objectives and functions of SHRM; Importance of Cloud Computing.

Introduction

HRM is a strategic approach to the acquisition, motivation, development and management of the organization's human resources. It is a specialized field that attempts to develop an appropriate corporate culture, and introducing programmes which reflect and support the core values to the enterprise and ensure its success.

HRM is proactive rather than reactive, i.e., always looking forward to what needs to be done and then doing it, rather than waiting to be told what to do about recruiting, paying

of training people, or dealing with employee relations problems as they arise.

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Human Resource Management: Objectives

- To help the organization reach its goals.
- To ensure respect for human beings. To identify and satisfy the needs of individuals.
- To ensure reconciliation of individual goals with those of the organization.
- To provide the organization with well-trained and well-motivated employees.

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- To develop and maintain a quality of work life.

Human Resource Management: Functions

- Human resource or manpower planning.
- Recruitment, selection and placement of personnel.
- Training and development of employees.
- Appraisal of performance of employees.
- Taking corrective steps such as transfer from one job to another.
- Remuneration of employees.
- Social security and welfare of employees.
- Setting general and specific management policy for organizational relationship.
- Collective bargaining, contract negotiation and grievance handling.
- Staffing the organization.
- Aiding in the self-development of employees at all levels.
- Developing and maintaining motivation for workers by providing incentives.
- Reviewing and auditing manpower management in the organization.

Human Resource Management: Futuristic Vision

- There should be a properly defined recruitment policy in the organization that should give its focus on professional aspect and merit based selection.
- In every decision-making process there should be given proper weight age to the aspect that employees are involved wherever possible. It will ultimately lead to sense of team spirit, team- work and inter-team collaboration.
- Opportunity and comprehensive framework should be provided for full expression of employees' talents and manifest potentialities.
- Networking skills of the organizations should be developed internally and

externally as well as horizontally and vertically.

- For performance appraisal of the employee's emphasis should be given to 360 degree feedback which is based on the review by superiors, peers, subordinates as well as self-review.

Definition of SHRM

SHRM or Strategic human resource management is a branch of Human resource management or HRM. It is a fairly new field, which has emerged out of the parent discipline of human resource management.

Strategic human resource management can be defined as the linking of human resources with strategic goals and objectives in order to improve business performance and develop organizational culture that foster innovation, flexibility and competitive advantage.

In an organization SHRM means accepting and involving the HR function as a strategic partner in the formulation and implementation of the company's strategies through HR activities such as recruiting, selecting, training and rewarding personnel.

According to Wright & McMahan, 1992, Strategic Human Resource Management refers to: *The pattern of planned human resource activities intended to enable an organization to achieve its goals.*

Key Features of Strategic Human Resource Management

- There is an explicit linkage between HR policy and practices and overall organizational strategic aims and the organizational environment
- There is some organizing schema linking individual HR interventions so that they are mutually supportive
- Much of the responsibility for the management of human resources is devolved down the line.

Advantages of Strategic Human Resource Management

- It helps analyze the opportunities and threats that are crucial, from the point of view of the company.
- It is possible to develop strategies and have a vision for the future.
- The need for competitive intelligence, which is of utmost importance in strategic planning, is fulfilled by means of implementing strategic human resource management.
- The attrition rate can be reduced, if strategic HRM is implemented properly. It also performs the important task of motivating employees.
- Development and maintenance of competency among employees, is the most important benefit offered by strategic HRM.
- It helps determine the weaknesses and strengths of the company, thereby enabling the management to take appropriate measures.

Limitations of Strategic Human Resource Management

The process of strategic HRM is a complicated one and barriers in the growth of employees and in turn the company, if strategic HRM is not implemented properly. Following are some commonly observed problems.

- Resistance to change from the bottom line workers.
- Inability of the management in communicating the vision and mission of the company clearly to the employees.
- Interdepartmental conflict and lack of vision among the senior management in implementing the HR policies.
- The changing market scenario which in turn creates pressure on the effective implementation of strategic HRM.

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There are three types of cloud computing

- Infrastructure as a Service (IaaS),
- Platform as a Service (PaaS), and
- Software as a Service (SaaS).

Using Infrastructure as a Service, users rent use of servers (as many as needed during the rental period) provided by one or more cloud providers. Using Platform as a Service, users rent use of servers and the system software to use in them. Using Software as a Service, users also rent application software and databases. The cloud providers manage the infrastructure and platforms on which the applications run.

End users access cloud-based applications through a web browser or a light-weight desktop or mobile app while the business software and user's data are stored on servers at a remote location.

Proponents claim that cloud computing allows enterprises to get their applications up and running faster, with improved manageability and less maintenance, and enables IT to more rapidly adjust resources to meet fluctuating and unpredictable business demand.

Cloud computing relies on sharing of resources to achieve coherence and economies of scale similar to a utility (like the electricity grid) over a network (typically the Internet). At the foundation of cloud computing is the broader concept of converged infrastructure and shared services.

Conclusion

To conclude Human Resource Management should be linked with strategic goals and

objectives in order to improve business performance and develop organizational cultures that foster innovation and flexibility. All the above futuristic visions coupled with strategic goals and objectives should be based on 3 H's of Heart, Head and Hand i.e., we should feel by Heart, think by Head and implement by Hand.

Ideally HR & top management work together to formulate the company's overall business strategy; that strategy then provides the framework within which HR activities such as recruiting & appraising must be crafted. If it is done successfully, it should result out in the employee competencies & behavior that in turn should help the business implement its strategies & realize its goals.

According to an expert "the human resources management system must be tailored to the demands of business strategy".

In order to be successful the employees should be developed in such a manner that they can be the competitive advantage, & for this the human resource management and information technology industries must be an equal partner in both the formulation & the implementation of the corporate & competitive strategies.

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