

Emerging Challenges towards Human Resource Management in 21st Century

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Abstract

"In the event that you happen to meet the HR Head of a vast association, simply ask him what is his biggest challenge is. He will state 'maintenance of individuals'." In the present situation administrative professionals to change supervisors and vital business accomplices, the part of HR has totally changed. In the present forceful worldwide market it has turned out to be important for association to extend universally to increase upper hand. Globalization has constrained association and their HR capacities to rethink their strategies. It is essential for the administration to contribute extensive time and sum, to take in the changing situation of the Human Resource Department in the 21st century. To survive the opposition and be in the race, HR Department ought to consistently refresh itself with the change in HR appropriate HR Policies that would prompt the Achievement of the association and also the person's objectives ought to be detailed.

HR Practitioners of each association and furthermore for the individuals who have critical enthusiasm for the region of Human Resource Management ought to understand the developing significance of human asset and comprehend the need to develop viable HR strategies. People groups are vital resources. Setting this incentive on workers, requires the association to underline on human asset work on, including reward for predominant execution, measures of representative fulfillment, watchful determination of workers, advancement from inside, and interest in representative development.

Keywords: HR Challenges; Globalization; Strategies; Potential Future Development; HR Policies.

Introduction

Globalization is the nearer incorporation of the nations and people groups of the world realized by the colossal lessening of expenses of transportation and correspondence, and the braking down of manufactured boundaries to the streams of products, services, capital, learning, and human asset crosswise over fringes. Globalization as a viable instrument of universal trade of merchandise and enterprises needs to have a human face, in view of moral thought as opposed to on vicious competition. It should assume a positive part in decreasing financial and social

disparities within and among, the countries. It ought to be likewise powerful instrument for enhancing reasonable development. In the time of globalization, with the expanding competition, locally or all inclusive, associations must turn out to be more versatile, strong, deft, and client centered to succeed. What's more, within this adjustment in condition, the HR proficient needs to advance to end up a key accomplice, a worker support or advocate, and a change coach within the association. Keeping in mind the end goal to succeed, HR must be a business driven capacity with an intensive comprehension of the association burrow picture and have the capacity to impact key choice and policies. All in all, the focal point of the present HR troughs is on vital work force maintenance and abilities development. In the present forceful worldwide market it has turned out to be vital for association to extend universally to increase competitive preferred standpoint. Globalization has constrained association and their HR capacities to rethink their strategies. It is fundamental for the administration to contribute significant time and sum,

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to take in the changing situation of the Human Resource Department in the 21st century.

HR Practitioners of each association and furthermore for the individuals who have noteworthy enthusiasm for the region of Human Resource Management ought to understand the developing significance of human asset and comprehend the need to develop viable HR strategies. People groups are critical resources. Putting this incentive on representatives, requires the association to underscore on human asset work on, including reward for prevalent execution, measures of worker fulfillment, cautious choice of workers, advancement from within, and interest in representative development. Simply dealing with representatives would not be sufficient; new HR initiatives ought to likewise center around the quality needs, client introduction, productivity and stress, collaboration and administration building. The scientist has thrown light on the rising HR drifts and examines HR issues in different businesses like Financial Services, IT, Power, Healthcare and so on. It is profitable for rehearsing HR managers of each association and furthermore for the individuals who have a noteworthy enthusiasm for the zone of Human Resource Management, to understand the developing significance of human asset and comprehend the need to develop viable HR strategies to battle HR issues emerging in the 21st century.

Objectives of the Study

- To investigation the effect of globalization on Indian Human Resource Management.
- To investigation the Challenges in Human Resource Management that Indian Industries are confronting.
- To give proposals and recommendations to powerful Human Resource Management.

Methodology of the Study

The present investigation has been expressive; the information for this examination was gotten from optional sources. The optional has been gathered from different references which as of now existed in distributed shape; some portion of the paper depends on literature audit the technique including gathering all the accessible papers identifying with them and choosing applicable papers/books for the survey reason. Determination of the paper is done based on their importance and commitment to the group of

information. The writer has made an endeavor to do essential perusing of the chose papers which will constitute the center of this survey think about.

Discussion and Findings

Modern Human Resource Management Challenges

1. Changing Workforce Dynamics

Often, physical movement is required. The expanding number of double vocation professionals limits singular flexibility in tolerating such assignments may obstruct number of double vocation proficient limits singular flexibility in tolerating such assignments and may frustrate organizational flexibility in obtaining and creating ability. Some statistic changes in the workforce having their own particular ramifications to the HR managers.

2. Changing Employee Expectations

Employees request empowerment and expect equality with the administration. Past idea on administrative authority are offering approach to employee impact and association alongside instruments for upward correspondence and due process. In the event that we take a gander at the workers associations of Otis, Hindustan Lever, ICI TOMCO, Blue Star, Webel Electro and Central Bank. They rewrite their motivation to incorporate quality and better client benefit and notwithstanding blaming the administration for acts of neglect.

3. Globalization

Numerous Indian firms are constrained to think all around, something which is troublesome for troughs who were acquainted with work in huge shielded markets with insignificant or no competition either from residential or remote firms. Indian firms need to move one end of every continuum to the opposite end.

4. Managing Diversity

Its esteem is getting more imperative issue as a result of increment in the quantity of youthful workers in the workforce, increment in the quantity of ladies joining the workforce increment in the extent of ethnic minorities in the aggregate workforce increment in mobility of workforce universal profession and ostracizes are getting to be normal, worldwide experience as a pre-requisite for vocation movement to numerous best level administrative positions.

5. *Outsourcing Human Resource*

The pattern towards outsourcing has been caused by a few key and operational thought processes. HR offices are stripping themselves from unremarkable activities to concentrate more on key part. Outsourcing has additionally been utilized to cause diminish administration and to energize a more responsive culture by bringing outside market powers into the firm through the awaiting procedure. It is a major test before the HR administrator to demonstrate that his/her area of expertise is as essential as some other capacities in the association.

1. *Making HR Activities Ethical:* Enlisting ethical solid employees is just the start. The need to institute components to guarantee ethical direct of employees is expanded a considerable measure with the progression of time. The HR administrator needs to precisely screen applications for employments, get rid of the individuals who are inclined to enjoy wrongdoings and contract the individuals who can fabricate an esteem driven association.
2. *Organizational Restructuring:* Diminish Drucker forecasts in his book (The New Realities) is demonstrating its shading and numerous huge organizations has lessened their number of administration grades, end of layers, and redrawing revealing lines within their association. ITC, HLL, Godrej and Boyce, RPG Enterprise, Raymond Woolen Mills, Shaw Wallace, Ballapur Industries, Compton and Greaves are a portion of the organizations that are doing as such.
3. *Work Life Balancing:* Balancing work and life expect pertinence when both a couple are utilized. Travails of a working housewife are in excess of a working spouse, in this manner balancing it is turning into a noteworthy test for HR chief.

So a program pointing balancing work life is required and should incorporate; childcare, Job sharing, Care for debilitated kids and employees, On site summer camp, Training chief to react to work and family needs of employees, Flexible work booking, Sick leave policies, Variety of errands from cleaning, dropping kids at school, making supper reservations and so forth and numerous more like the same or other.

Challenges of Human Resource Management in Indian Industries (TCS & BIRLASOFT)

1. Management of Workforce Diversity

To viably oversee workforce diversity, Cox (1993) proposes that a HR Manager needs to transform from

an ethnocentric view (our direction is most ideal route) to a culturally relative point of view (let us take the best of an assortment of ways). This move in theory must be ingrained in the administrative framework of the HR Manager in his/her planning, organizing, leading, and controlling of organizational resources.

2. Maintaining Workforce Diversity

The future accomplishment of any association depends on the ability to deal with an assorted group of ability that can bring innovative thoughts, viewpoints and perspectives to their work. The challenge and issues looked of workplace diversity can be transformed into a vital organizational resource if an association can capitalize on this melting pot of various gifts.

3. Managing EIS

As information is the premise of basic leadership in an association, there lies an extraordinary requirement for compelling administrative control. A decent control framework would guarantee the correspondence of the correct information at the opportune time and handed-off to the perfect individuals to take incite activities.

4. How to Retain the Same Level of Recruitment Even in Recession

The greatest challenge for HR is to maintain the organization notoriety which it gained over the period by recruiting an extensive number of new employees consistently.

5. How to Absorb All Recruittees

Despite the fact that there are recruitments in huge scale, they don't have enough undertakings to absorb all the new recruited employees. With a specific end goal to handle this situation they are calling the new recruited employees in small clusters rather than 2-3 extensive gatherings.

6. How to Motivate Employees

The development of a proper organizational reward framework is most likely one of the most grounded motivational factors. This can influence both occupation fulfillment and employee inspiration. The reward framework influences work fulfillment by making the employee more agreeable and mollified motivational factors in an organizational setting include working condition, work because of the prizes got.

7. Career Development

To guarantee that individuals are given opportunities to build up their abilities that empower them to accomplish professional and individual career targets within the association's objectives.

8. Competency Development

This begins with distinguishing proof of requisite skills at the association level which are at last subject to capabilities that are should have been recognized, fabricated or upgraded in the individual Birlasoftian. Enhancing always the capability of Birlasoftians to perform doled out errands and responsibility in swing uplinks to the association capability building.

9. Compensation

To give all individual compensation and benefits in light of their commitment and incentive to the association in a reasonable and straightforward way. Competitiveness of the compensation offered in examination with the prevailing business sector's reality is the driving power.

10). Training and Development

To guarantee that the distinguished competency necessities are worked through a methodical and centered approach.

11. Participatory Culture

A nearsighted viewpoint of utilizing gifts of individuals just in the conveyance of allocated obligations has two expansive bothersome impacts; it prevents individuals from developing also adjusted professionals; and it denies the association the promptly accessible multitiered internal resource pool that could potentially add to a large portion of the challenges and opportunities facing the association.

Conclusion

HR professionals can hardly wait for change to happen. HR pioneers must suspect new developments, grasp them and build up the strategies vital for their associations to succeed. To drive organizational achievement, HR professionals must comprehend the ramifications of these patterns for HR, as well as for their association all in all. HR pioneers will find opportunities in these

developments and must set up projects and practices today to address the difficulties of tomorrow. It is the ideal opportunity for Human Resource practitioners to rethink their part and that of the HR division, not just to contribute to the association's bottom line, yet in addition for their own particular survival. HR continues to adjust the requests of a few distinct parts: business accomplice, internal specialist, operational and administrative master and both employee and manager advocate.

Suggestions & Recommendations

1. Employers must increase consciousness of liabilities.
2. Employee needs greater consolation and support from boss.
3. HR needs to assume critical part in future (Business Partner, Strategies, OD Specialist, System Integrator, and Researcher).
4. Traditional Marketing policies.
5. The sum you invest in selling yourself to your customers.

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