
Human Resource Management An Overview Of Emerging Trends

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ABSTRACT-

The Management has to recognize the important role of Human Resource Department in order to successfully steer organizations towards profitability. HR managers have to manage all the challenges that they would face from recruiting employees, to training them, and then developing strategies for retaining them and building up an effective career management system for them. Just taking care of employees would not be enough; new HR initiatives should also focus on the Customer-orientation, Increase in education levels, productivity and stress, team work and leadership building. This book is divided into two sections that throw light on the emerging HR trends and discusses HR issues in various industries like financial services, IT, Power, Healthcare etc. This book should be valuable for practicing HR managers of every organization and also for those who have a significant interest in the area of Human Resource Management, to realize the growing importance of human resources and understand the need to build up effective HR strategies to combat HR issues arising in the 21st century.

Introduction

Human resource management seeks to (a) attain economically and effectively the organizational goals. (b) Serve to the highest possible degree the individual goals. And (c) Preserve and promote the general welfare of the community. Maximum individual development, developing desirable working relationship, and effective utilization on human resource are the primary goals of human resource management. According to the Indian Institute of Personnel Management, "Personnel management aims to achieve both efficiency and justice neither of which can be pursued successfully without the other. It seeks to bring together and develop into an effective organization, the men and women who make up an enterprise, enabling each to make his or her own best contribution to its success both as an individual and as a member of working group. Thus, in future personnel management will face new challenges and perform new responsibilities. Participative leadership will take the place autocratic leadership.

Creative skills will have to be redeveloped and rewarded emphasis will shift from legal and rule bound approach to more open and humanitarian approach

Significance of Human Resource Management

The significance of human resource management can be discussed at four levels Corporate, Professional, Social And National.

1] Significance for an Enterprise

Human resource management can help an enterprise in achieving its goals more efficiently in the following ways:

- a] Attracting and retaining the required talent through effective human resource planning, recruitment, selection, placement, orientation, compensation and promotion policies.
- b] Developing the necessary skills and right attitudes among the employees through training, development, performance appraisal, etc.
- c] Securing willing cooperation of employees through motivation, participation, grievance handling, etc
- d] Utilizing effectively the available human resources.
- e] Ensuring that the enterprise will have in future a team of competent and dedicated employees.

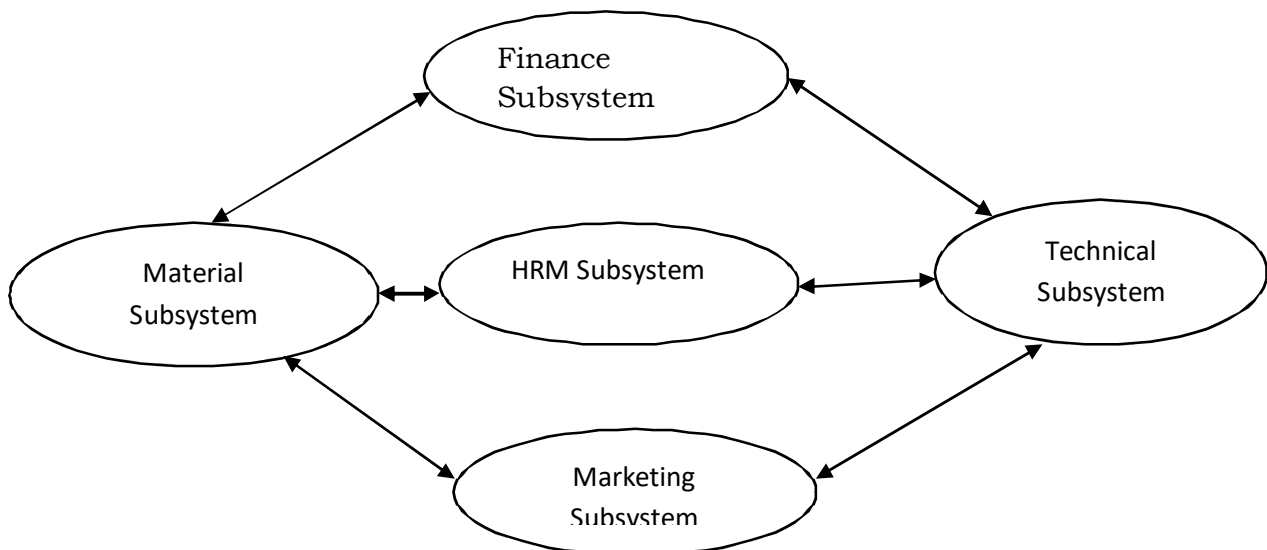
2] Professional Significance: Effective management of human resource helps to improve the quality of work life. It permits team work among employees by providing a healthy working environment. It contributes to professional growth in the following ways:

- a] Providing maximum opportunities for personal development of each employee.
- b] Maintaining healthy relationships individuals, and different work groups.
- c] Allocating work properly.

3] Social Significance. Sound human resource management has a great significance for the society. It helps to enhance the dignity of labour in the following ways:

- a] Providing suitable employment that provides social and psychological satisfaction to people .
- b] Maintaining a balance between the jobs available and the jobseekers in terms of numbers, qualifications, needs and aptitudes.
- c] Eliminating waste of human resource through conservation of physical and mental health.

4] National Significance. Human resource and their management play a vital role in the development of a nation. The effective exploitation and utilization of a nation's natural , physical and financial resource require an efficient and committed manpower. There are wide differences in development between countries with similar resource due to differences in quality of their people . Countries are underdeveloped because their people are backward. The level of development in a country depends primary in the skills, attitudes and values of its human resources. Effective management of human resource helps to speed up the process of economic growth which, in turn, leads to higher standard of living and fuller employment.



CORE ETHICAL PRINCIPLES

The goal of excellence in Governance is fostered by the knowledge of and adherence To basic ethical principles are

1. *Respect for persons* : Maintain interpersonal boundaries – avoid abuse- don't Deprive of freedom.
2. *Do Good*: Act in the best interest of all participants.
3. *Do not Harm*: Avoid emotional, psychological, social, economical or physical harm.
4. *Confidentiality*: Safeguard secrets of all the participants.
5. *Honesty*: Don't deceive, don't cheat, keep your promise.
6. *Openness*: Be transparent.
7. *Compassion*: Listen to and acknowledge the feelings of others.
8. *Fairness*: Treat all participants with equality.
9. *Obey the Law*: Adhere to the principles of justice.
10. *Do your duty*; as you expect others to do you, do the same way to others.

NEW TRENDS AND CHANGES IN HRM

Human resource management is a process of bringing people and organizations together so that the goals of each there are met. The role of HR manager is shifting from that of a protector and screener to the role of a planner and change agent. Personal directors are the new corporate heroes. The name of the game today in business is personnel. Nowadays it is not possible to show a good financial or operating report unless your personnel relations are in order. Over the years, highly skilled and knowledge based jobs are increasing while low skilled jobs are decreasing. This calls for future skill mapping through proper HRM initiatives. Indian organizations are also witnessing a change in systems, management cultures and philosophy due to the global alignment of Indian organizations. There is a need for multi skill development.

Some of the significant changes are

- 1] **Increase in education levels:-**

Due to technological progress and the spread of educational institution workers will increasingly become aware of their higher level needs; managers will have to evolve appropriate policies and techniques to motivate the knowledge of workers. Better educated and organized workforce will demand greater discretion and autonomy at the work place.

2] **Technological developments:**

This will require retraining and mid-career training of both workers and managers. Rise of the international corporation is proving new challenges for personnel function.

3] **Changing composition of work force:-**

In future women and minority groups, SC and STs would become an important source of man power in future on account of easy access to better educational and employment opportunities. Therefore manpower planning of every organization will have to take into consideration the potential availability of talent in these groups. Changing mix of the work force will lead to new values in organizations.

4] **Increasing government role:-**

In India, personnel management has become much legalized. In future private organizations will have to co-ordinate their labor welfare programmers with those of the government private sector will be required increasingly to support government efforts for improving public health, education training and development and infrastructure.

5] **Occupational health and safety:-**

Due to legislative presence and trade union movement, personnel management will have to be healthier and safety conscious in future.

6] **Organizational development:-**

In future, change will have to be initiated and managed to improve organizational effectiveness. Top management will become more actively involved in the development of human resources.

7] **New work ethic:-**

Greater forces will be on project and forms of organization. As changing work ethic requires increasing emphasis on individual jobs will have to redesign to provide challenge.

8] **Development planning:**

Personnel management will be involved increasingly in organizational planning, structure, composition etc. Greater cost- Consciousness and profit-orientations will be required on the part of the personnel department.

9] **Better appraisal and reward systems:**

Organizations will be required to share gains of higher periodicity with workers more objective and result oriented systems of performance appraisal and performance linked compensation ill have to be developed.

10] **New personnel policies:**

New and better polices will be required for the workforce of the future. Traditional family management will give way to professional to management with greater forces on human dignity

Conclusion:-

“I have predict, I just look out the window and see what is visible-but not yet seen” (Peter Drucker).

Trends in Human resource management have changed the way we work, as organizations are more depended on HRM to increase the success ratio in today’s competitive global environment with the increase of global job mobility, recruiting competent people is also increasingly becoming difficult, especially in India. Therefore by creating an enabling culture, organizations are also required to work out a retention strategy for the existing skilled manpower.

Reference : Shrimath Bhagwat Geeta and Shrimath Dasbhodya .