

H.R.M. Processes and Governance – Urgent need of Transformation & Considering Human Values

Dr. Pankaj Tiwari

Swami Vivekanand University, Sironja Sagar, M.P

Abstract- This paper provides an insight towards future Management Techniques i.e. Modern Management which seems illusion on present day (Impact of dynamic Changes happening in India in Technology and Management Sector), but we are more close to its being a reality in coming future. In order to achieve the same our nation and its people must lean towards such an acts in day to day basis so that they may proceed to achieve Modern Management Crafted in India by Year 2030. Dynamic Changes synonyms Transformation are a process of change. Talking in terms of Indian Perspective our nation is developing one and transformation has both positive and negative impacts. Import is to deeply analyze the problem situation under the guidance of experts and advisors. H.R.M. is an important and highly untouched sector in our nation where there is a need of Urgent Administrative Reforms. Current process of H.R.M. in India is highly inclined and encouraged from western nations. So HRM process in India is suiting to developed nations, any implementation of major policies in H.R.M. must consider Indian Management practices. Ground reality/situation is that present H.R.M. processes is not suitable for employees/people as the same are highly ignoring Human Values. HRM in India now is only implementer/spokesperson of Higher Management of the Organization.

Index Terms- HRM (Human Resource Management), OB (Organizational Behavior), CSR (Corporate Social Responsibility)

INTRODUCTION

India is a land of Talisman like Swami Vivekananda, Aryabhata, Chanakya, they have proved their best and they preceded our nation and nation is exposed to whole world for its excellence. Indian scientists today are playing similar kind of role for advancement of technology and various multiple researches in every field. Conferences/Researches on administrative reforms in past has proved to be one of the great milestones and now similar events are required for a transformation or change. Just like we transform in

the area of technology, finance, manufacturing and others, H.R.M. transformation cannot be ignored and must be attempted prior to other areas, because human are creator of all things. Organizational Behavior (OB) is an important area under consideration as millions of people are associated with organizations/ corporate in our nation. There is too much official politics seen now a day and there is no mechanism of check on the same. Employees are too much suffering and now the odd situation has achieved its extreme stage. On the other hand Organizations show their Corporate Social Responsibility (CSR), and it seems ALL IS WELL, but ground reality is totally different. There is too much stress in jobs, in order to safeguard the interest blame game is seen among employees. Employees cannot ask for their rights. In case of any protest for good thing, employees are immediately fired from the organizations. The employees working in corporate are literate but with less legal knowledge. Any such act with Literate people is undesirable. Ground reality today on HRM process and its governess role in India, is only spectator and HRM only implements policies set by Senior Management. The employee who is follower of management is safe and best fitting to organization and they are key members, rest all others are struggling for two times bread in India. There is too much survival situation for senior employees as organization thinks there is no utility for them in future and one senior employee is replaced by three fresher's. HRM function is to provide or listen to the queries of employees and help them to subside a problem situation, but in order to maintain control, they keep employees always rotating and provides less access/ struggling situation so that they never ask for promotion, monetary benefits, liberty and be always happy with survival situations. A lousy manager always likes survival

situation of employee, he becomes unhappy in prosperous situation.

Who is Lousy Manager?

A sycophant or Yes-man who is always yes to boss in case of any decision of right or wrong. Who molds his behavior based on boss's mood. Highly an implementer of management of policies without knowing its Pros and Cons. Rigid in behavior and clever while dealing with subordinates. Rapid learner of Management practices and wants to be become a part of Pyramid of Management.

Features of Lousy Manager:

1. The bring control on employee, he is allotted far office location (Very Old Policy to take control) and incase of employee in mode of protest, management blocks the resources to him. The employees are not able to protest if office is out of city, they needs to follow unsafe travel and in such a routine travel life of employee is always in danger. In such a situation HRM behavior is adamant and employee has to travel with no choice. After a long wait employee compromises the harassing situation and works speechlessly.
2. In order to bring control person is given work of dislike, after a long wait of the harassing situation he is bound to follow the work as now it's his work of interest.
3. Long Working Hours (Very Old Policy to take control), the employee who works extended hours becomes key person of a manager even if the work do not require extension. Happiness and level of satisfaction is found in Manager for such employees.
4. Threat to employees: In current job situations not following the set processes there is always a danger of job loss and employee has to undergo much stress during his tenure.
5. All the things which touch Survival (Less Access) are highly appreciated by Lousy Manager, any act of Prosperity in employee, Lousy Manager Feels insecure, starts thinking how to bring back control and this has got no relation to work productivity.
6. Lousy Manager brings such a situation for a person who is in mode of protest, no other person coordinates with him inside office premises. Once employee is out of office gate

then other person coordinates with him. This is a situation of high terror in organizations now a days and it's a ground reality.

Indian Constitution provides fundamental rights to every citizen. There is freedom of speech and everybody has the right to live prosperous life. So why and who is stopping to live prosperous life. Why not HRM is empowered to crush internal politics in organizations. Why don't HRM feel there must be always Prosperity and veto Survival. Answer to this is, all it's done to maintain Pyramid structure of the Organization and maintain their Posts and secure seats endlessly (Very Old Policy to take control). Human are creators of technology and various other functions, so their values cannot be ignored under any circumstances.

In the words of Mr. Mohith Agadi "*People with no human values are worse than zombies*".

A good governess leads to prosperity in individual's life, but now days organizations do not have good leaders. A true leader always fights for genuine rights. Eg. Our Father of Nation Mahatma Gandhi. He protested slavery, due to his habit of speaking truth he had gone many bad phases in his life, but he never compromised western culture which mismanaged people of our nation. Organizations inclination is just business at any cost. The situations in organizations is dangerous, many media and other reports showed that many employees attempted suicide due to this mismanagement and job stress. The act is highly intolerant; there should not be a slavery mindset among employees and managers. Giving free hand to organizations or any governess like things or no control over them for long time creates abnormalities and its dangerous to mankind. Organizations prefer employees who keep eyes, ears and mouth closed forever. Such management techniques create dictatorship and in India this type of phase is going on. HRM in organizations has shut their eyes, ears and mouth.

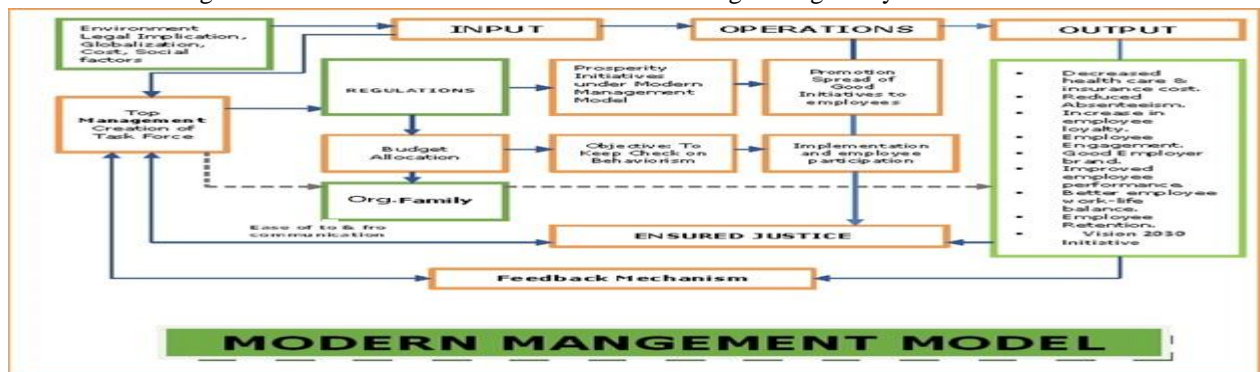
Drawbacks of Ignoring Human Values:

1. Employee becomes frustrated due to unnatural things (restricting easy approach for normal lifestyle) created by authority.
2. Employee is suffered from multiple health related issues like Diabetes, BP, Sugar, Heart Attack and many more due to unnecessary stress generated by authorities.

3. Employee feels that being educated is not at all important because in current situation there is no value to education. A person who is illiterate but has resource/money has only got the value. Today highly educated work under illiterate because he has got resources. So there is no value of higher studies only preliminary knowledge of words and counting is sufficient for life survival.
4. Employee never coordinates with the person who protests for his rights, as doing so his job becomes insecure and he is given pink slip, there is no freedom of speech and it violates fundamental rights of citizens.
5. Employee always needs to accommodate under a resourceful authority and always loses his prestige, not following so authority starts providing him troubles for which authority has multiple reasons which cannot be challenged. This is too much critical situation in India.
6. Employees always have a threat from corrupt co-workers because there is corruption in Private sector Organizations also. Some highly paid officials in Corporate Organizations are corrupt. E.g.:
 1. They secure their positions by favoring wrong policies of senior management and earn high salary, they invest them in real estate and these real estates are rented out to self-organizations for their own benefits.
 2. They purchase movable assets like cars, cabs, buses etc. and with the help of Admin. Department hire them to self-organizations and earn lifetime profit from them.
 3. These corrupt officials are too much sensitive and dangerous to normal employees; they always threaten normal employees of following strict rules in the organization.
4. These employees are from various departments of the organization and Head of the institution might or might not be aware of this corruption.
7. Employee always feels that there will be no benefit of his protest as senior management is adamant and HRM is not helping. HRM always talks in the language of senior management. He finally finds an option of compromise as to earn two times bread for his family. Situation of Pvt. Sector Organizations in India is too much dangerous. Even after multiple efforts from Government, Management people find ways to escape anyhow. That is why now arises a need of Urgent Administrative Reforms in India in Pvt. Sector.
8. Every wrong or non-suitable thing has an end. Ignoring human values will create long term loss and it is directly proportional to nation's growth, so HRM must now act as a relief provider to employees and a new start of Modern Management Practices should be followed.

What is Modern Management Model?

MMM is new age Management Technique which provides more importance to Human Values. It suggests as creator of techniques or any advancement done today is not possible through Human Being. So why not human values and dignity of Human is maintained. MMM is crafted in India and less follower of Western Culture. As the techniques/processes followed in India in corporate is taken from western nations. So why not our citizens follow swadesi techniques in Management Sector also. Its requirement is must and it must be followed for over all development. Output of MMM is ensured justice for all and Top management must now follow Affable attitude (Easily Approachable) in spite of acting in a rigid way.



Objectives of Modern Management Techniques:

It necessary to have objectives of management. Following are the objectives in Organizations to make workplace an ideal place to perform duties look at:

- Reduce health care cost.
- Reduce absenteeism.
- Employee Motivation.
- Employee Work-life balance.
- Employee Satisfaction.
- Better employer brand.
- Good organization work-culture.
- Improved employee performance.
- Less employee turnover.
- Vision 2030

Wellness activities under Modern Management

- Gymnasium and Yoga Center.
- Health clubs / Health Check-ups.
- Health weeks.
- Tie up with Fitness Clubs.
- Medical insurance.
- Stress Management Training.
- Yoga and Meditation classes.
- Behavioral training
- Health education at work.
- On-site doctor.

Conflict Resolution Training

- Counseling / mentoring.
- Employee Assistance Program
- Personality Development training.
- Art of Living sessions.
- Tie up with organization University etc.
- Family gets together.
- Picnic.
- Movie.
- Sports league.
- Fun at work Events.
- Festival Celebration.
- Cultural Programs & Music Bands.
- Birthday celebration.
- Higher Education Assistance.
- Seminar and workshop.
- Training program on health.
- Libraries at workplace.
- Ergonomics

- Fun at Work activities
- Financial planning Seminars
- Financial Advisory help Desk
- Safety at work. & Safe transportation facilities.
- Career Growth.
- Sabbatical leave.
- Good Organization Culture.

Suggestions to strengthen HRM Practice:

The situation in organizations in India is worsen to an extent, so that it will take many years to bring it back to normal situation. Any change or process of change is not a responsibility of Government or authorities its first step is individual self. A small sacrifice and habit of genuinely will bring a change and individual has to maintain his self-respect. A good HRM always finds a better quality in every different individual, only the thing is HRM must have the capability to analyze the hidden quality of an individual. Healthy governess is an act of cheerfulness and a single mindset of prosperity. Growth of organization/ nation is directly proportional to protest for a good thing (Promote Good things). Any attitude of 'ALL IS WELL', just like organizations show they are too much active in Corporate Social Responsibility (CSR),but actually when talked offline with employees all are stressed and have a fear of Job Loss and they have to follow the wrong which is happening to them. Keeping aside CSR for some time, if organizations provide following things, a change will take place:

1. Good/Cheerful working atmosphere.
2. Respect towards human values and first preference to human values.
3. Modern Management Crafted in India, less following other nation's corporate culture.
4. Like HRM, Admin, Sales departments, there must be a post of ombudsman as a part of Modern Management in every organization whose work is to Protest for wrong and Promote good things. This post will be a milestone for organization and will correct many ambiguities which exist currently.
5. HRM in India must have Physiologists training mandatory in their curriculum or must have 10:2 (HR: Physiologists) ratio. A good Physiologist reads the face of an individual and provides solution to the problem situation.

6. HR representative must be Senior Person in any organizations who has seen life and sensitive on life issues. Any junior associate will not be able to perform the expected.

CONCLUSION

HRM process should follow Modern Management Techniques crafted in India, and suited to nationals of India. Though corporate culture/ cross nationals suggestions are welcomed but culture wise the environment must follow and do not compromise Indian Values. The condition will be improved by self-effort, an Organization is formed with the Motto to benefit the mass and is a source of great employment generation, but a manager's lousy behavior and desire to fit in a pyramid and reach top in hierarchy creating such wrong practices as discussed in this research paper. HRM's good governess is identification of such lousy managers in the organization, who has created others life uneasy and degraded organizations repot by showing False CSR's to the government and whole world. It will take years to bring back to normal situation as the roots of Problem are too deep and requires immediate action. Life is given by God and no Manager/CEO/Eligible Authority has the right to stop Prosperity. A detailed research on OB proves employees are stressed. Organization jobs are not jobs like Army, Police, and Paramilitary Forces where there is a life threat. So what is the cause of stress? HRM Process and Governess are responsible to answer this question. Timely Administrative reforms and mechanism to revisit the problem situation is required, Life training to HR managers, Opportunities to Physiologists, Retired Officers induction, automated safety/security mechanisms and much more are needed to be a part of Administrative reforms in India.

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