

Emerging Challenges in Human Resource Management

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Abstract - Byars and Rue – “Human resource management encompasses those activities designed to provide for and coordinate the human resources of an organization Human resource functions refer to those tasks and duties performed in organizations to provide for and coordinate human resources”.

Index Terms – Capability, Capacity, Ability.

INTRODUCTION

“Human Resource management relates to the total set of knowledge skills and attitudes that firms need to complete. It involves concern for and action in the management of people, including selection, training and development, employee relations and compensation. Such actions may be bound together by the action of a Human resource management philosophy.” – Pettigrew & Whipp

“Human resource management includes the practices and policies you need to carry out the personnel aspects of your management job. To be more specific, this involves acquiring, training, appraising, rewarding and providing a safe and fair environment for your company’s employees.” – Gary Dessler

FEATURES

The unique features of human resources management restated are:

1. Human resources management appreciate with time

2. Human resources management are emotional
3. Human resources management manage other resources
4. Human resources management possess physiological, psychological, sociological, and ethical components
5. Human resources management need knowledge, skills, and creative abilities
6. Human resources management may have inherent talents

CHALLENGES OF HRM

BUILDING A CULTURE OF CONTINUOUS LEARNING

Learning is a key factor in any organization. Upskilling employees help a company to gain an edge in the market however, it is a difficult challenge in HRM. Likewise, employees feel stimulated, engaged, and gain development opportunities. However, managers should ensure that the skills gained by a set of employees serve to enhance their job roles. If the workplace has a culture of *learning and developing* oneself this will ensure that every employee grows with every passing year.

Few Steps to Foster a Culture of Continuous Learning & Overcome This Challenge of HRM are:

1. Create a growth mindset where employees are willing to *take feedback to learn and grow*.
2. Teach managers how to give great feedback. What points should be covered, how to make it objective, and how to make it easier for the receiver to receive it.
3. Set learning goals within teams. Set targets for employees to learn a certain skill or a piece of technology every month.
4. HR managers can also use online learning, gamified learning, and microlearning.

TURNOVER

A *high employee turnover* rate can not only affect the bottom line of business in any organization but also, the employees who are satisfied with their jobs don't usually leave. A company must collect data and also, try to observe the turnover trends over time. This might be a pointer as to where the problem is. Companies can provide *desirable* benefits, pleasant working conditions, opportunities for advancement and also, decent pay to their employees.

HERE ARE A FEW TIPS WHICH CAN HELP COMPANIES TO MAINTAIN A HEALTHY TURNOVER

1. Proactively seeking feedback from employees before they leave. Also, this can highlight if employees are dissatisfied with a certain aspect.
2. Ingraining transparency into the working of your organization.
3. Setting up realistic expectations from your employees.
4. Communicating your goals as well as benchmarks clearly.
5. Setting up a proper mechanism for onboarding employees.

If your HR team aims to be a strategic partner for your company, in the long run, they'll need to adopt certain proven practices. Above all few tips which you and your company's HR team can use, to handle all the above-mentioned challenges:

1. Not only make organizational changes periodically but also enhances the quality and *productivity of work*.
2. Devise a strategic and effective training program.
3. Motivate your employees as well as reward them for their good work.
4. Establish principles to develop and retain your top talent.
5. Leverage the latest technology to your advantage. and also, use business intelligence to make smarter business decisions.
6. Also, Stay in touch with the employees to understand their problems.
7. Keep an ear in the board meetings to understand the upcoming expectations.

CONCLUSION

Above all, these were some of the common problems that HR managers face. However, the real challenge in HRM is adapting to the ever-changing times. A strong HR management team will be able to anticipate the changing corporate landscape of the future. Furthermore, they'll be able to prepare themselves and the employees for the upcoming challenge.

In other words, It is essential to build a robust HR system to address challenges in the field. As technologies evolve and the world adapts to *automation* and globalization, it is the human workforce that has the power to make or break a company. Therefore, they should be valued and taken care of.

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