



A STUDY ON CHALLENGES IN HUMAN RESOURCE MANAGEMENT

Dr. Vishnukant

Assistant Professor, Vaish College, Bhiwani

Abstract

Human Resource Management (HRM) refers to the formal systems designed to manage people within an organisation. A human resource manager's responsibilities are divided into three categories: staffing, employee compensation and benefits and defining/designing work. Essentially, the goal of human resource management is to increase an organization's productivity by improving employee effectiveness. Despite the rapid pace of change in the business world, this mandate is unlikely to change fundamentally. "The basic mission of human resources will always be to acquire, develop, and retain talent; align the workforce with the business; and be an excellent contributor to the business" Edward L. Gubman observed in the Journal of Business Strategy. Those three difficulties will never change." Human Resource Management can be difficult for small businesses, especially those without an HR department. They may be limited to one HR person, or the CEO may retain this responsibility. Regardless, small business owners must understand the challenges in order to face them and be ready to deal with HR issues as their company and workforce expand. The purpose of this paper is to investigate HRM challenges, propose solutions, and highlight emerging HRM challenges.

Keywords: HRM, Human Resource Management Challenges, Employees and Business.

Introduction

With improved communication technologies, breakthrough technologies, and the removal of economic and social barriers, the world is becoming borderless, and countries are rapidly integrating into a truly global economy. In this scenario, the role of an HR manager is much more important, as he is expected to create conditions in an organisation where employees from diverse backgrounds, cultures, and nationalities can work together with ease and flourish. In other words, HRM is undergoing a massive transformation that will alter a career path in unpredictable ways. Employees are emphasizing business acumen and automating and outsourcing many

administrative functions, forcing many HR professionals to demonstrate new skills and compete for new, sometimes unfamiliar roles.

Description of the issue

Nowadays, HR duties and responsibilities have become a challenge for HR managers in order to compete with global competitors and survive in a diverse economy. Because human resources are required and essential for all businesses, regardless of size or nature, maximizing the utilization of available employees is a difficult task for any HR manager in this competitive era. As a result, we chose this topic and attempted to analyze the emerging challenges in HRM in order to find solutions.

Objectives

1. Research the challenges in human resource management.
2. To make suggestions for overcoming obstacles.
3. To highlight future HRM challenges.

Methodology of the study

Secondary data was used in this study. The information was gathered using the internet, websites and other means.

Findings

Emerging HR challenges

HRM Globalization

Every successful businessman's mind has been invaded by the term Globalization, and the concept of the Global Village is a common issue in today's business world. Globalization is a process that brings people from all over the world together into a single community linked by a vast network of communication technologies. This aspect of globalization has also had an impact on today's business world. HR managers no longer need to rely on a small, limited market to find the right employees to meet global challenges; instead, they can recruit employees from all over the world.

The way "Globalisation" affects HRM issues...

- Indian firms are concerned about how to compete with MNCs.

- As globalization spreads, more foreign firms are entering the Indian market, and the challenges facing domestic firms will become much more severe in the coming years.
- Businesses are being forced to rapidly expand beyond their immediate borders into the global marketplace as a result of globalization.
- Large investments and modernization would necessitate highly skilled and technically trained workers to replace less skilled, unskilled, and redundant workers.

Greater and greater training requirements will inevitably be identified in order to update the technological and behavioural skills of well-trained executives.

Managing a Multicultural and Diverse Workforce

A multicultural workforce consists of men and women from various cultural and racial backgrounds. Despite some distortions caused by hiring discrimination or cultural bias, any country's labour force is a reflection of the population from which it is drawn. Dealing with people of different "age," "gender," "race," "educational background," "location," "income," "parental status," "religious beliefs," "marital status," "ancestry," and "work experience" can be difficult for HR managers. Cultural differences frequently lead to communication difficulties and an increase in the friction that can develop when people with different expectations and habits interact. As a result, the workforce is becoming more diverse. Managing these people from various religious, cultural, and moral backgrounds is a difficult task for HR Managers. As a result, it is critical for a human resources manager to foster an environment in which the benefits of diversity are maximized while the drawbacks are minimized to the greatest extent possible.

Employee Recruitment

Employee selection is an important process for any organisation, but especially for small businesses that may face competition from larger employers. Small businesses require capable and knowledgeable employees to assist them in developing and delivering high-quality products and services. Aside from these difficulties, there are a few other factors that influence employee selection. As a result, a human resource manager must consider all of these factors when hiring the best employee for his company. The following are some of the factors that influence employee selection:

External factors include:

- Recommendations are provided
Existing employees may recommend relatives or friends to fill vacancies, whether or not the person recommended is qualified.
- Influence in politics

A few applicants may arrive at the interview under the influence of politicians who are known to the HR manager and have good relationships with the company; in those cases, we may have to choose those candidates.

Personal prejudice

- Bribing
- Some candidates may offer bribes to get into the section.

Internal factors include:

- Cost of recruitment
The cost of recruitment may have an impact on the selection process
- Job evaluation
- Human resource planning
Prior to employee selection, there may already be a plan in place, and an HR manager may be required to follow that plan; he may not be able to make his own decisions beyond those already in place.

Observance of laws and regulations

Keeping up with changing labour laws is a challenge for business owners. Many people choose to ignore employment laws because they believe they do not apply to their company. However, doing so may result in audits, lawsuits and even the demise of a company. As the HR manager will be in charge of hiring employees, it is his responsibility to be aware of employment laws and regulations, making it difficult for him to choose an employee while keeping all laws and regulations in mind. He must educate himself on the ever-changing rules and regulations governing employment.

Development and training

"Training is costly. It is more expensive without training."-Nehru

Training is about knowing where you are now and where you will be in the future with your abilities. People can learn new information, new methodologies, and refresh their existing knowledge and skills through training, which results in significant improvements and increases work effectiveness. The goal of providing training is to make an impact that lasts beyond the duration of the training and to keep employees up to date on the new phenomenon. Individuals and groups can benefit from training in order to improve their skills. Organisational Development is defined as a process that "strives to build the capacity to achieve and sustain a new desire state that benefits the organisation or community and the world around them."

The human resource department faces numerous challenges in the training and development of a workforce, ranging from ensuring the stability of the high performing individuals who drive the company to coaxing success from untapped potential employees and underachievers alike.

Another common HR issue is investing in the training and development of lower-level employees. Some businesses struggle to find the necessary resources. Employees on the front lines are often the hardest workers and may not have time to attend a training course.

Work and life balance

When both husband-and-wife work, balancing work and life becomes more important. Working women now make up 15% of India's total urban female population of 150 million. Any organisation that aspires to be known as a "great place to work" must pay special attention to minimising and facilitating the resolution of work-life conflict among its employees. The challenge is in knowing and doing things that facilitate and support work-life balance without intruding into employees' personal lives. The HR department of such a company is frequently pressed to come up with innovative solutions that are both practical and effective. Successful organisations in this space have taken work-life balance to new heights by not only addressing domestic pressures on their employees, but also facilitating self-actualization of these individuals.

Work-life balance programmes include:

- Child care at or near the workplace
- Job sharing
- Sick leave policies
- Flexible work schedules
- Caring for sick children and employees

Keeping an employee

- Globalization has given working professionals the freedom to work anywhere in the world.
- Now that they have an abundance of lucrative job opportunities, hiring and retaining the best industry talent is no easy task.
- Providing an excellent work environment and more remuneration and benefits than your competitors can help you retain and motivate them.

Handling Conflicts

An organisation cannot exist without conflicting situations. Eighty percent of conflict situations are known to arise without human volition. Its causes include people's unique traits as well as the organisational structure, which is influenced by the culture that has been developed within the company. Organisations that ignore the risk of work-life conflict run the risk of accepting employee performance that falls short of expectations. Conflicts between employees and employers as well as between employees should be handled by HR managers without harming the parties involved. HR managers can effectively handle conflicts among employees even though it is nearly impossible to prevent them. In order to prevent future disputes, they should be able to listen to each side, make a decision and convince them of it.

How can the HR obstacles be overcome?

- Appropriate HR planning is necessary to overcome the aforementioned obstacles. An HR manager must plan ahead before beginning the recruitment or selection process, determining the number of openings for each type of position, where to find candidates, what qualifications candidates must have, how to conduct interviews, and any obstacles that may arise.
- Facilitation: Providing facilitation to new hires or current employees is the responsibility of the HR manager. In order to prevent employee attrition, he must pay particular attention to female employees as well as the most capable and talented workers. He must also consider what will inspire each employee to give it their all.
- Ethical Behaviour: An HR manager should follow ethical guidelines to maintain friendly working relationships with staff, prevent disputes, and handle a diverse workforce with caution.
- Coordination: An HR manager needs to work with a diverse workforce and motivate his staff to take initiative. He must therefore cultivate a coordinating attitude both within himself and in the workplace.
- Since humans are social creatures, they require consideration and empathy from others, whether they are at work or elsewhere. Because HR managers deal with people, they need to be understanding and considerate of their problems.
- Understanding of Labour: An HR manager needs to be fully knowledgeable about labour, which means he needs to understand the attitudes of employees. A manager needs to have extensive experience working with a diverse workforce. In addition, he needs to be aware of how the labour market is evolving and how employment laws and regulations are changing. He needs to be aware of the average working hours as well as the minimum and maximum pay rates.

- Academic Requirements: Possessing appropriate knowledge and experience along with strong academic credentials is essential for becoming an HR manager.
- Fairness: An HR manager shouldn't treat his employees unfairly or harshly.
- Effective and comprehensible communication is essential between the HR manager or departmental managers and the employees. Employers should emphasize to staff members the advantages of the change for all parties involved so that they can swiftly and readily adapt to it.
- It is imperative for businesses to provide their employees with daily opportunities to utilize their skills and strengths. Reaching objectives will inspire them and provide an opportunity for skill development.

Future Emerging HR Challenges

The HR planning process is one of the most important tasks for HR managers. The organisation function has changed from being "behind the scenes" to being a crucial differentiator in business when it comes to HR functions in the twenty-first century. In the twenty-first century, HR roles have evolved significantly, particularly in the wake of globalization. Managing manpower is a laborious task that calls for specific expertise.

The challenges that the HR manager is facing are listed below and have been identified:

1. Recruiting and selecting
2. Career advancement and development
3. Fostering a diverse workforce and organisational culture
4. Resolving and managing conflicts
5. Values and ethics in business
6. Overseeing a Multigenerational Staff
7. Techniques for inspiration and adherence
8. Adjustable work schedules
9. Achieving a work-life equilibrium
10. Using the Five R's
11. Labour relations

References:

- <http://www.griffith.ie>
- Noe R.A. 'Employee Training and Development', McGraw-Hill.
- www.peopleandmanagement.com
- NayantaraPadhi 'Strategic Human Resource Management Theory and Practice, Atlantic Publishers & Distributors, New Delhi.
- <http://careertrend.com>
- VSP Rao, Human Resource Management, Second Edition, Excel Books, New Delhi
- <https://www.talentlms.com> 8 Walton J.(1999), Strategic Human Resource Development, Essex: Financial Times/Prentice Hall.
- Wilson J(Editor) (1999)Human Resource Development, London: Kogan Page.