
A STUDY ON CHALLENGES IN HUMAN RESOURCE MANAGEMENT

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Abstract

The term "Human Resource Management" (HRM) refers to formally designed processes for managing people within a company. A human resource manager's duties mostly come under the headings of staffing, employee compensation and benefits, and defining/designing work. HRM's main goal is to increase an organization's productivity by maximising each employee's effectiveness. Despite the business world's rapid pace of development, it is doubtful that this obligation will change in any significant way. "The core objective of human resources will always be to acquire, develop, and retain talent; align the workforce with the business; and be a fantastic contributor to the business," Edward L. Gubman wrote in the Journal of Business Strategy. These three difficulties won't ever alter. Small businesses, which frequently lack a dedicated HR department, may find it difficult to manage their human resources. They might only have one HR employee, or the CEO might still be in charge of this. Whatever the case may be, small business owners must be aware of the difficulties in order to overcome them and be ready to deal with HR concerns when their firm and employees expand. The purpose of this essay is to examine the problems with HRM, make recommendations for solutions, and identify newly emerging issues.

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

Introduction

The globe is becoming borderless as a result of improved communication tools, ground-breaking technology, and the removal of social and economic boundaries, and nations are quickly integrating into a genuinely global economy. In this situation, the HR manager's function has grown significantly in importance since he is responsible for fostering an environment in the workplace that enables employees of all backgrounds, cultures, and nationalities to collaborate effectively and thrive. In other words, we may claim that a significant transition in HRM is taking place and that it will alter a career path in a variety of unpredictable ways. Employees are emphasizing business acumen more than ever before, and many administrative tasks are being automated or outsourced. As a result, many HR professionals will be required to showcase new talents and fight for new, occasionally uncharted responsibilities.

Statement of the Problems

Today's HR managers face a challenge as they try to compete with competitors on a worldwide scale and survive in a diverse market. The most effective use of the workforce is a very difficult responsibility for any HR manager in this competitive period because human resources are needed and a highly important component of every organisation, regardless of size and type of company. Since there are new issues in HRM, we have chosen this topic and tried to examine them in order to find solutions.

Objectives

1. To research HRM's difficulties.
2. To offer advice on how to get through obstacles.
3. To draw attention to HRM's upcoming difficulties.

Research techniques

Secondary data were employed in this investigation. The information was gathered using websites, the internet, etc.

Findings

Changing HR issues

1. Internationalization of HRM

Every successful businessman's head has been invaded by the phrase "globalisation," and the idea of a "global village" is a prevalent problem in the contemporary business world. People from all over the world are coming together as part of the process of globalisation, which is facilitated by the extensive network of communication technology. The modern business environment has been impacted by this facet of globalisation. Today's HR managers don't have to rely on a narrow, constrained market to get the qualified workers they need to tackle global difficulties; instead, they may hire people from all over the world.

How the issues of HRM are affected by "Globalization"

- Indian businesses are concerned about how to deal with competition from MNCs.
- As globalisation advances, more foreign businesses are joining the Indian market, and native businesses will face far more difficult obstacles in the years to come.
- Businesses are compelled by globalisation to quickly grow outside of their immediate borders into the international market.
- Significant investment and modernisation would necessitate the replacement of superfluous and undertrained workers with highly qualified and technically trained individuals.

The requirement for training will inevitably grow as well-trained executives' technological and behavioural abilities need to be updated.

2. Managing a diverse and multicultural workforce

A workforce that is multicultural is one that consists of both men and women who come from a number of various racial and cultural origins. Despite some distortions that may be brought on by discrimination or cultural bias in hiring, the work force in any nation reflects the population from which it is drawn. HR managers may find it difficult to deal with employees who have different "age," "gender," "racial," "educational background," "location," "income," "parental status," "religious beliefs," "marriage status," "ancestry," and "job experience." Communication problems and an increase in the friction that might arise when persons with different expectations and habits interact can result from cultural differences. The diversity of the workforce is growing as a result. The HR manager has a difficult job managing these individuals with diverse religious, cultural, and moral backgrounds. Therefore, it is crucial for an HR manager to establish a setting where diversity's benefits are maximised and its drawbacks are as little as feasible.

3. Personnel Decisions

Any firm must select its employees carefully, but small businesses that may find it difficult to compete with larger employers should pay special attention. To help them create and deliver high-quality goods and services, small businesses require staff who are qualified and competent. In addition to these challenges, there are a few other elements that affect hiring decisions. A HR manager must therefore take into account each of these factors when choosing the employee who would be most beneficial to his firm. The following are a few of the variables that influence staff selection:

Outside variables: Recommendations

If the person being recommended is good or bad, current employees may suggest their friends or family to fill the positions.

Political power

We could need to choose those individuals if they show up for the interview under the influence of politicians who are well-known to the HR manager and have good relationships with the business.

Personal prejudice

- Bribery

Some candidates might demand bribes in order to advance.

Internal variables include the cost of hiring.

The selection process may be impacted by the cost of the recruitment procedure.

Analysis of jobs

Human resource management

Before hiring people, there may already be a plan in place for hiring personnel, and a human resources manager may need to stick to that plan in order to avoid being in a position where he can't make new decisions.

4. Observing laws and regulations

It can be challenging for business owners to stay on top of evolving employment legislation.

Many people decide to disregard employment regulations because they think their firm is exempt from them. However, doing so may result in audits, legal action, and ultimately the demise of a corporation. It will be difficult for the HR manager to choose an employee while Taking into account all employment rules and regulations because he will be in charge of hiring employees and has a responsibility to take care

of employment laws and regulations. He needs to keep up with the evolving laws and norms governing the workplace.

5. Education and advancement

"Training costs money. It is more expensive when there is no training. -Nehru

Knowing where you stand right now and, occasionally, where you will be with your abilities in the future is key to effective training. People can learn new material, new methodologies, and refresh their current knowledge and abilities through training, which leads to significant changes and boosts productivity at work. The goal of providing the training is to make an impression that endures after the programme is over and to keep staff members informed of emerging trends. Training can be provided to help both individuals and groups increase their skills. In order to "strive to build the capacity to attain and sustain a new want state that benefits the company or community and the world around them," organisational development is a process.

A workforce's training and development presents several issues for the human resource department, from assuring the stability of the high performers who power the business to coaxing success from underachievers and untapped potential employees equally. Another typical HR issue is the lack of funding for the training and development of lower level personnel. Some businesses struggle to locate the necessary resources.

Front-line personnel are among the toughest workers and might not have the time to attend a training session.

6. A Healthy work-life balance

When both the husband and woman are working, balancing work and life becomes important. In India, there are 150 million urban females, 15% of them are working women. Any business that aspires to be regarded as "a fantastic place to work" must take special care to reduce and enable employee work-life conflict. The difficult part

is figuring out how to support employees' ability to combine work and life without interfering with their private affairs. Such a company frequently struggles to come up with innovative solutions that are doable to adopt but have a significant impact. Successful businesses in this field have elevated the concept of work-life balance by helping their people realise their full potential rather than just focusing on the home challenges that they face.

- Work-life balance initiatives include:
- Child care at or close to the office
- Work-life balance initiatives include:
- Flexible work hours;
- Employee and child care;

7. Keeping a worker

Working professionals now have the ability to work anywhere in the world thanks to globalisation, and since they have access to countless attractive employment possibilities, finding and keeping the top industry talent is no easy task.

Creating a great workplace and offering greater pay and benefits than your rivals can help you keep them on board and inspire them.

8. Conflict Resolution

Organizations cannot exist without conflict. 80% of conflict situations are known to arise without human volition. Its root causes are the unique traits of each person as well as the organisational structure, which is influenced by the company culture. Organizations face a clear and present danger from work-life conflict, and if they choose to ignore it, they run the risk of accepting subpar employee performance. Managers of human resources should be able to resolve disputes between employees and employers without offending either party.

Even though interpersonal disagreements are almost impossible to prevent, HR managers can overcome the problems by handling them diplomatically. They should be able to hear out each party, make a decision, and persuade them in order to avoid future conflicts

Future HR Challenges that are Emerging

Planning for HR is one of the most important tasks for HR managers. The organisation role in terms of HR has changed from being "behind the scenes" to becoming a crucial differentiator in company. The 21st century has given the HR jobs a new dimension, particularly in light of globalisation. Manpower management is a difficult job that calls for specific knowledge.

The issues that are mentioned as being faced by HR Manager are as follows:

1. Selection and hiring
2. The advancement of one's career
3. Supporting diverse workforce and organisational culture
4. Conflict resolution and management
5. Business morals and principles
6. Working with a Multi-Generational Workforce,
7. Retention and motivational tactics
8. Creating a work-life balance
9. Having flexible hours
10. Managing the Five R's
11. Workplace relations

Conclusion

According to the aforementioned justifications, globalisation has numerous effects on businesses, some of which may involve cultural diversity. The HRM of today must develop the knowledge, perspective, and skills required to gain a competitive edge on a global basis. Since creativity and innovation are recognised to be the secret to success, HR managers must constantly be on the lookout for them. To meet the challenges of globalisation, which has given firms a completely new perspective, HR is crucial. Since the company has become more adept at utilising technology, it is crucial to adapt any developments. In addition to the consequences of globalisation, there are also other elements, such as technical advancements, the skill level of current personnel, and well-developed skill the lack of understanding among the younger generation, laws and regulations governing employee perks, and the growing level of competitiveness in the business world will be very difficult factors for an HR manager to consider when hiring and choosing the best employee.

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