



## The Emerging Trends in People Management

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### ABSTRACT

*In this era of rising complexity attracting, retaining and motivating the employees are the greatest challenges in the context of people management. The workplace has been extremely sophisticated in terms of people management. The emerging trends in people management focus on mental well-being, Physical well-being and Professional well-being. Mental well-being involves having emotionally intelligent people in the organisation which in turn creates a conducive environment for innovation and creativity. Employees should be acquainted with emotional sensitivity, maturity and competency. It also deals with the issues of leadership, interpersonal relations, communication, public relations, trust and credibility. Work life balance helps employees to prioritise between career, ambition and their lifestyle. Work from home, fun at work place, stress management will be the game changers. There will be major changes in the professional well-being. The rise in communication technology means great access to talent pool across the globe. The influence of social technology will be on, the way people work, live and communicate. This makes our world more interconnected. The role of women will continue to increase at all levels of future workforce. Ramifications will be a part of the HR practices. Building of skillsets and maintaining a level of specialisation becomes critical. Employees will have greater control over the kind of work they do and how they are compensated. The contribution to the organisation will be considered for reward rather than the position or grade in the organisation. Thus HR Professionals need to redefine the practices to address emerging requirements of the workforce of the future.*

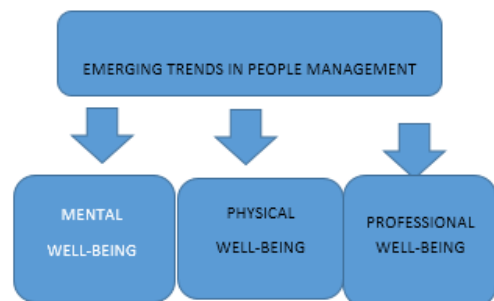
**KEYWORDS : People Management, Employees, Motivation, Challenge and Skills.**

***“How many seconds does it take to win second? As many as it takes to win first—if you don’t use them properly.”----- Jarod Kintz***

People management is a subset of human resource management, which deals with strategic, financial and policy issues, as well as people management. Employees are the biggest asset to the company and their performance and attitude can result in the success or failure of the business. The most difficult part of any manager's job is people management. That is manager is required to lead, motivate, train, inspire and encourage the employees. Manager is also responsible for hiring, firing, discipline, training and evaluating the employees. Probably the most important task a manager will face when dealing with the people under his direction is that of bringing out the best in them. Unlocking people potential is often seen as the key to any business's success. When an employee's talents are not channeled correctly, their behavior can seriously compromise the success of an organization.

There is a continuous evolution and development of Human Resource Management. Evolving along the years, the Human resource management also known as People Management focuses on human values and productivity through people. The success and failure of any business is directly linked to the performance and attitude of the people in the organisation. It encompasses the tasks of recruitment, management, and providing ongoing support and direction for the employees of an organization. These tasks include hiring, performance management, organization development, compensation, safety, wellness, benefits, employee motivation, communication, administration, and training.

The most difficult part of any manager's job is people management. He or she is required to lead, motivate, train, inspire, and encourage. On the other hand, he or she is also responsible for hiring, firing, disciplining, training and evaluating. A successful manager can integrate both the positive and negative aspects of these tasks to create a positive, productive work force. When managing the people within an organization, a manager must focus on both hiring the right people and then getting the most out of these people. In this era of rising complexity attracting, retaining and motivating the employees are the greatest challenges in the people management. The workplace has been extremely sophisticated in terms of people management. Emerging trend is a factor that has the potential to significantly impact the corporate world and contribute to its growth or decline. The emerging trend in people management focuses on Mental well-being, Physical well-being and Professional well-being.



Well-being or wellness is a general term for the condition of an individual or group, for example their social, economic, psychological, spiritual or medical state.

A high level of well-being means in some sense the individual or group's experience is positive, while low well-being is associated with negative happenings.

Stewart-Brown, professor of public health at the University of Warwick and a wellbeing expert, says, Feelings of contentment, happiness, enjoyment, confidence and engagement, with the world are all a part of mental wellbeing. Good mental wellbeing does not mean that you never experience feelings or situations that you find difficult but it does mean that you feel you have the resilience to cope when times are tougher than usual.

### Mental well being

Mental well-being refers to the psychological or the emotional well-being. It is sound mental health with positive characteristics. It includes the way we feel about our self, the quality of our relationships, ability to manage our feelings and deal with difficulties. It is the absence of mental health problems like depression, anxiety, stress, emotional hijacks. Today's corporate world are realising the importance of Emotional Intelligence skills at workplace as a vital component of management philosophy. People who are emotionally healthy are in control of their emotions and their behaviour. They are able to handle life's challenges, build strong relationships, and recover from setbacks. But just as it requires effort to build or maintain physical health, so it is with mental and emotional health. Improving your emotional health can be a rewarding experience, benefiting all aspects of your life, including boosting your mood, building resilience, and adding to your overall enjoyment of life.

Every job and particularly the managerial jobs need emotional balance and intelligence. Emotional intelligence matters twice as much

as technical and analytical skills required for the star performers. Identify emotions, understand, manage and use the emotional skills on the job. The emotionally intelligent leader creates resonance that brings out the best in people and helps them to flourish in their personal and professional life. The primal job of leadership is emotional. We all have a social brain; our bodies and brain react to the feelings of the people around us. The great challenge for the leader is to have a strong inner strength to inspire others to do their best work and ignite the passion to do the best and create an innovative environment with long lasting customer relationships. Employees should be acquainted with emotional sensitivity, maturity and competency. It also deals with the issues of leadership, interpersonal relations, communication, public relations, trust and credibility

Companies are beginning to understand the benefits of emotional intelligence in the workplace. More studies reveal that 58% of job performance is based on a person's EQ and 70% of the time those with mid-level IQ outperform those with the highest IQs. HR professionals while hiring they are looking for the traits of an emotionally intelligent person. Research has proven that optimistic, enthusiastic leaders more easily retain their people compared with those bosses who tend toward the negative moods. The glue that holds them together as one team and that commits people to an organisation is the emotions they feel. They form an emotional bond that helps them stay focused even amidst change and uncertainty

### Physical Well-being

It is not only a state of absence of disease. It includes lifestyle behaviour choices to ensure health, avoid preventable diseases and conditions and to live in a balanced state of body, mind and spirit. Work from home, fun at work place, stress management will be the game changers, Yoga campus at offices, get together of all employees, sports at campus etc. Hence, it would be interesting to study organizational perspectives on work-life balance. Work life balance helps employees to prioritise between career, ambition and their lifestyle.

Work life balance is used to describe the equilibrium between responsibilities at work and responsibilities outside paid work. Work-life balance is about creating and maintaining supportive and healthy work environments, which will enable employees to have balance between work and personal responsibilities and thus strengthen employee loyalty and productivity. In the event of facing complexity, stress on the individual is inevitable. Managing one's self can be challenging in terms of getting proper sleep, exercise and nutrition. Distractions, pressure filled situations; multi- tasking makes it difficult to maintain the tranquillity of life. The world is experiencing dramatic change in every sphere of life and the change is inevitable. Either one must change oneself along with the dynamics of change or the change would change the person. We need to rule the technology and ensure that it serves us rather than abusing us. Work life balance initiatives are any benefits, policies, or programs that help create a better balance between the demands of the job and the healthy management of life outside work. Work life initiatives at the workplace can be flexible working arrangements, fitness facilities, childcare facilities, elder care initiatives, seminars and workshops on stress management, Work from home can be good for your health and productivity of the company. The research shows that there is a greater work satisfaction and less work exhaustion when there is telecommuting. Fun at work lightens up the pressure in the work place and create the company a great place to work. There is a significant increase in the level of employee trust, creativity and communication leading to lower turnover, higher morale and a stronger bottom line.

It's hard to believe that a warm and fuzzy subject such as fun could impact an organization's But the remarkable case for levity at work is growing, with the most convincing numbers culled from more than a decade of research by the Great Place to Work Institute. Data from the organization's 1 million-person research database reveals that "Great" companies consistently earn significantly higher marks for "fun," so it's a challenge for HR professionals to increase the opportunities for fun across the organisation and make it the great place to work.

Thus, the job of personnel managers will become more difficult and challenging in future. They will have to be experts in behavioral sciences. They will play a creative and development role. They will

thus have play a creative and development role. They will have to acquire new skills, values, attitudes to discharge their new responsibilities successfully.

### Professional well-being

Professional well-being is bringing balance of life, work, people, and money. Technological advancement, communication development, globalisation, work force diversity, variable pay, gamification, Sharing of Best Practices. Use of Video conference periodically between employees of various branches helps to share Best practice faster & effectively.

Variable Pay helps to bring out the Best out of every employees and he will also feel part & parcel of organisational success.

Eng. In its Danish unit, Novozymes, a global producer of industrial enzymes, has created a career development system called the Triple Career Ladder. The program is designed to support the individual personal and professional development of employees by enabling employees to focus on being a people manager, a skilled specialist or a project manager. The Triple Career Ladder allows employees to change direction if their needs and wishes change during different phases of their life. The program has contributed to creating a common acceptance of the differing needs and wishes of employees, and has resulted in Novozymes today having more skilled specialists than the more common surplus of people managers.

Gamification is the concept of applying game mechanics and game design techniques to engage and motivate people to achieve their goals. Gamification taps into the basic desires and needs of the users impulses which revolve around the idea of Status and Achievement. The research company Gartner predicts that by 2015, a gamified service for consumer goods marketing and customer retention will become as important as Facebook, eBay, or Amazon, and more than 70% of Global 2000 organizations will have at least one gamified application.

These people will help the organisation to stand out in the competitive world. The emerging trend will be a great challenge, hence managing the people and developing their personal and professional skills and managing their talents are of really a great challenge in today's people management area.

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