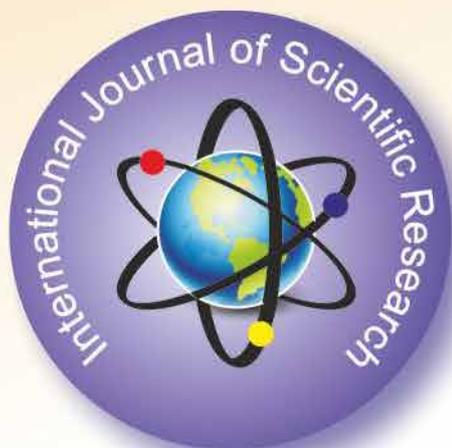


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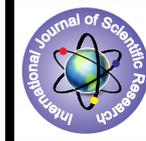
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## Current Trends in Human Resource Management



## Management

**KEYWORDS :** Human Resource (HR), Human Resource Management (HRM), Trend in HRM

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### ABSTRACT

*Human resource management (HRM) is a process of bringing people and organizations together so that the goals of each other are achieved. Over decades, highly skilled and knowledge based jobs have been increasing while low skilled jobs are decreasing. Organizations in India are witnessing a change in their systems, management cultures and philosophy due to the global alignment of Indian organizations. There is a demand for multi skill development. The role of HRM is becoming all the more prominent these days. Trends offer clues about how the operating environment will change. If you want to go one step further than your competitors then human resources may be the space that helps you acquire there. Hence the researcher felt the need to explore the area of trends in HRM. The human resource managers specifically try to maximize output from employees by instituting various schemes and policies. This calls for exploring & venturing into the future skill mapping through proper human resource management initiatives.*

### CURRENT TRENDS IN HUMAN RESOURCE MANAGEMENT INTRODUCTION

Organizations in India are witnessing change in systems, management cultures and philosophy due to the global alignment of Indian organizations. There is a need for multi skill development. Role of HRM is becoming all the more important. Human resource management is a process of bringing people and organizations together so that the goals of each other are met. Trends offer clues about how the operating environment will change. The role of Human resource manager is shifting from that of a protector and screener to the role of a planner and change agent. Today, HRM is more to do with building and strengthening the employees as an asset to a company. It has been inferred that if you want your company to do better than its competitors, then possessing a cohesive and productive workforce on your side will succor you rep there. The emerging trends in Human Resources (HR) is call for the HR professionals to take the lead in planning for the future and becoming strategic business partners in their organizations Here the key appears to be strategic planning. With the changing landscape of Human Resources Management in the years to come, strategic planning will be the key for Human Resources to meet those needs and to succeed.

### Definitions

HR: Human resources is a term that has undergone a bit of a transformation over the past few years. In the past it was a career that was quite administrative in nature. There was a lot of work keen with company policy, procedures and the orientation of staff. Today, the human resources management is more to do with building and strengthening the employees as an asset to a company.

HRM: Human resource management is a process of bringing people and organizations together so that the goals of each other are achieved.

Trends: Some of the recent trends that are being observed are as follows:

- ▲ The recent quality management standards **ISO 9001** and **ISO 9004** of 2000 focus more on people centric organizations. Organizations now need to prepare themselves in order to address people centered issues with commitment from the top management, with renewed thrust on HR issues, more particularly on training.
- ▲ Charles Handy also advocated future organizational models like **Shamrock**, **Federal** and **Triple I**. Such organizational models also refocus on people centric issues and call for re-defining the future role of HR professionals.
- ▲ To leapfrog ahead of competition in this world of uncertainty, organizations have introduced **six- sigma practices**. Six- sigma uses rigorous analytical tools with leadership from the top and develops a method for sustainable improvement. These practices improve organizational values

and helps in creating defect free product or services at minimum cost.

- ▲ **Human resource outsourcing** is a new accession that makes a traditional HR department redundant in an organization. Exult, the international pioneer in HR BPO already roped in Bank of America, international players BP Amoco & over the years plan to spread their business to most of the Fortune 500 companies.
- ▲ With the increase of global job mobility, recruiting competent people is also increasingly becoming difficult, especially in India. Therefore by creating an **enabling culture**, organizations are also required to work out a **retention strategy** for the existing skilled manpower.

Business leaders need to be aware of the trends that will impact the operating environment in the future. Trends offer clues about how the operating environment will change. concept these shifts will allow luminous CEO's and managers to adapt and thrive. This is especially accurate in the dwelling of Human Resources management since people are one of the most principal resources to any enterprise. Here are the five accepted trends in Human Resources management that business leaders will want to watch:

**Leveraging Technology:** Technology is ubiquitous. Whether you are in the industrialized world or developing markets, a growing number of people are connecting with mobile devices like colorful cell phones and very portable computers like Apple's iPad. This allows people to communicate across archaic boundaries within companies or externally across the world. They have instant access to information and to people. brilliant CEO's are thinking about ways to leverage this technology explosion. Many are already experimenting with virtual teams, non-traditional workplaces, and flatter corporate structures. How will your company leverage technology? . If you are not thinking about all of this, rest assured that your competitors are already experimenting with the modern technologies. originate positive that you don't pick up left in the dust. **Global Marketplace:** As demonstrated during the unusual downturn, worldwide economic activity is more interdependent than it ever has been in the past. Although trade has crossed borders even before the Silk Road was traveled by Marco Polo, in today's global marketplace what happens in one country usually has a dramatic impact in another. The largest economies like the US, China, Japan, and Europe are so interdependent that their leaders meet periodically at the G-20 summits to discuss issues of mutual interest and favorite strategies. Smaller countries that were formerly called third-world countries are now called emerging markets because they have the most robust growth. It is now also possible to do business across borders more easily using global transportation services like DHL, FedEx, and UPS. Even minute businesses have the opportunity to compete or bewitch supplies from outside their local marketplace. This is a growing trend and remarkable of the growth will be outside of the de-

veloped countries. This is especially proper if you have the just technology platforms or exercise cloud computing. While there are security, cultural, and other issues to address, don't let the opportunities pass you by honest because you haven't understanding globally about your business in the past. The future is a global marketplace. deem globally.

**Rising Costs of Benefits:** In the United States, health care and succor costs generally have been rising at an unsustainable rate. modern federal health care legislation may address some issues; however, it is tranquil very likely that the costs will continue to rise. Thus, companies will be looking to shift the burden for the costs of benefits. Some of this will be shifted to the government, some will be shifted to workers, and peaceful other benefits will unbiased be chop because they are no longer affordable. Many companies have already chop their defined benefits pensions and retirement programs. Others have modified them to lower matching contributions when they aren't making a profit. Others have shifted their health insurance to high-deductible plans which offer lower premiums, but also require workers to lift up mighty of the basic cost even when they exhaust health savings accounts. Thus the trend for many companies is to be more frugal with employee back offerings; however, other companies will consume their enhanced abet programs as a recruiting tool to attract the top talent in their industry. So each company must analyze their benefits in relation to their overall strategy to attract and support talent for their firm while balancing the overall costs of the programs.

**Flexible Workplace:** The workplaces in the future will be more flexible. Once again, the technology might be one of the driving considerations that makes this possible; however it is not the only factor. Younger generations are not only more accustomed to being treated differently, but in some cases examine that employers are flexible so that they can balance work-life issues. Unless there is a compelling reason for workers to be on spot during obvious hours, such as a doctor in an emergency room or a shift manager at a manufacturing facility, then employers should contemplate about how they can be more flexible in their workplaces. Allowing workers to tele-commute has both disadvantages as well as advantages, so there is not a simple legal or unsuitable retort for every company. However, design no mistake; some companies are working through these issues honest now so that they can offer flexibility for their employees that compliments their business strategies. This will be their key to attracting top talent. Demographics: Demographics are definitely changing. In the United States where there is a tradition of immigration, there is a shift from the venerable white-male dominated workplace to a multi-cultural environment. This is happening at all levels from line-workers to management. Additionally, women will smash through the "glass ceiling" and rise to more senior management ranks. Beyond ethnic and gender considerations, age is also likely to play into the equation of workforce planning. Many leadership and managerial positions are now occupied by aging "baby-boomers" who will be retiring over the next five to ten years. This will inaugurate up current opportunities for younger workers, but only if they are prepared. On the other hand, some older workers will be working well past retirement age either because they haven't saved for retirement or because they will be retained as famous employees due to their job experience. They might be willing to cease if their employer offers some flexibility like job sharing or a four-day work week. Outside of the US, industrialized nations will also need to deal with aging populations while the emerging countries will have younger workers who are involved to allotment in a more affluent lifestyle. Thus, CEO's and HR managers are thinking about ways that their workforce will change in the next few years. Will you have ample leaders to replace aging baby-boomers?

#### TIPS FOR MARVELOUS HUMAN RESOURCE MANAGEMENT

Honesty and transparency are absolutely valuable when it comes to human resources. Be originate and objective with staff. Another righteous tip for successful human resources management is to treat employees as individuals. It is not always a edifying opinion to carry out human resources tasks yourself, but instead hire professionals to do it for you. When it comes to Human Resources Management you should ensure your company is doing it well. To ensure you are providing the best human resources management to your employees, glimpse to HR outsourcing as the solution. Managing the resources of your company can be costly. And, it is extremely distinguished that you mange them properly to ensure that they are running effectively. One of the most value resources of your company is your employees – the human resources you employee. Therefore, human resource management is an well-known job.

#### HR Managers should do the following things to ensure success-

- ▲ Use workforce skills and abilities in order to exploit environmental opportunities and neutralize threats.
- ▲ Employ innovative reward plans that recognize employee contributions and grant enhancements.
- ▲ Indulge in continuous quality improvement through TQM and HR contributions like training, development, counseling, etc
- ▲ Utilize people with distinctive capabilities to create unsurpassed competence in an area, e.g. Xerox in photocopiers, 3M in adhesives, Telco in trucks etc.
- ▲ Decentralize operations and rely on self-managed teams to deliver goods in difficult times e.g. Motorola is famous for short product development cycles. It has quickly commercialized ideas from its research labs.
- ▲ Lay off workers in a smooth way explaining facts to unions, workers and other affected groups e.g. IBM , Kodak, Xerox, etc.

#### HR Managers today are focusing attention on the following-

- a) **Policies-** HR policies based on trust, openness, equity and consensus.
- b) **Motivation-** Create conditions in which people are willing to work with zeal, initiative and enthusiasm; make people feel like winners.
- c) **Relations-** Fair treatment of people and prompt redress of grievances would pave the way for healthy work-place relations.
- d) **Change agent-** Prepare workers to accept technological changes by clarifying doubts.
- e) **Quality Consciousness-** Commitment to quality in all aspects of personnel administration will ensure success.

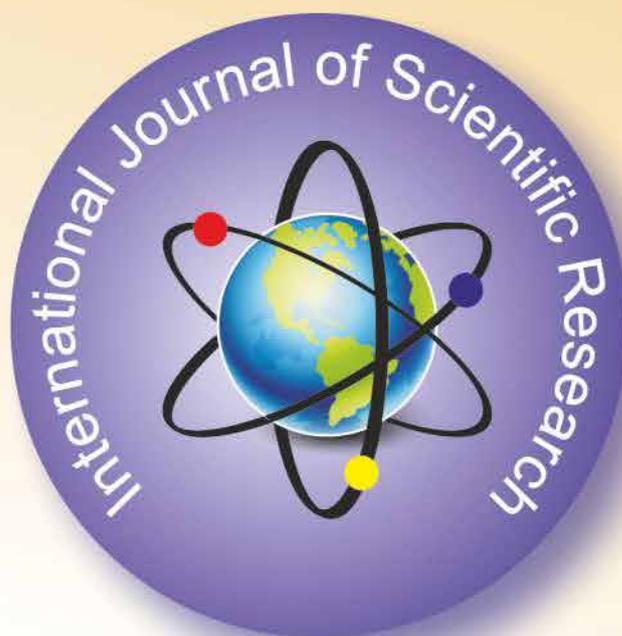
Due to the new trends in HR, in a nutshell the HR manager should treat people as resources, reward them equitably, and integrate their aspirations with corporate goals through suitable HR policies.

#### CONCLUSION

Looking into the future is hard to do, especially in the 21st Century, but trends offer some clues. We live in a more complex and interconnect world. Events in one allotment of the world are speedily news everywhere over the internet, cable TV and mobile phones. Although it is an exaggeration to say that the gentle flutter from a butterfly's glide in Asia can result in a hurricane on the other side of the globe, we seek the far reaching effects from events in one plot to other regions that would not have known about them in the past. Thus, it is notable to ogle for trends that will impact our world. If you can capitalize on the changes that result from the trends, then you can prepare to either pick advantage of them or minimize their despicable impact. These five trends in human resources trends are already impacting the diagram we do business. They will definitely continue to impact our world, and it is up to you to figure out how to leverage them to your advantage.

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