

RECENT TREND IN HUMAN RESOURCE MANAGEMENT (HRM)

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Abstract

Human resource development is simply, the development of human labor is the development of entrepreneurship. Human resource management is the study of the effects of world business and entrepreneurship management as well as the changes in business management according to the arrangement of human labor. Constant changes in this management. Human resource management is the study of various factors such as different capabilities of people, their dynamic performance needs, developing new concepts by improving the company/business and eliminating unemployment by increasing the number of workers. Due to this, it is necessary to study the effect of money on the company/business. Because the success or failure of the business depends on it. It is from this developmental perspective that human resource aims to overcome many problems. It is with this objective in mind to cultivate new concepts in human resource management to see its good/bad effect on the business/company. Conducting Training Program to create interest in business among the people with the aim of eliminating unemployment. Human resource management is the study of many innovations to motivate workers at work. It is necessary to manage human resources from both sides of the company and the society and according to the rules of the government. Keeping in mind the positive policies of the government, adopting modernity, human resource management is essential for the promotion of business.

Keyword: Human Resource Management, Changing Environment, Corporate Sector, Globalization, Efficiency, Contingent, Workers, Compensations etc

Definition:

1. Human resource management is organizing, coordinating, and managing employees within an organization to carry out an organization's mission, vision, and goals.
2. The process of acquiring, training, appraising, and compensating employees, and of attending to their labor relations, health and safety, and fairness concerns. (Dressler, 2020)
3. George Elton Mayo: The Father of Human Resource Management & His Hawthorne Studies.
4. Human resource management (HRM) is the practice of recruiting, hiring, deploying and managing an organization's employees. HRM is often referred to simply as human resources (HR).
5. Human resources (HR) is the department within a business that is responsible for all things worker-related. That includes recruiting, vetting, selecting, hiring, onboarding, training, promoting, paying, and firing employees and independent contractors.

Objectives of Research Paper:

1. To Study the Past practices and today's changing environment.
2. Changing efficiency takes time.
3. Position of HRM in Corporate Sector.
4. Engineering work processes for improved productivity.
5. Work responsibility and life balance.

Hypothesis of Research Paper:

1. Employee/ Workers are Handworker.
2. Success is depend on hard work.

Research Methodology:

Research methodology is the specific procedures or techniques used to identify, select, process, and analyze information about a topic. In a research paper, the methodology section allows the reader to critically evaluate a study's overall validity and reliability.

- Primary Data Collection – Online, Books, Magazines etc...

-Methodology selected by Methods and Procedure data collection.

Past practices and today's changing environment:

In the past, the way people worked was simple. Working hours were short, production was low, workers' responsibilities were low, and people were less involved in management. People buy only what they need and enough. Hence, the environment and people's lifestyles have changed. It is the need of the hour to have a united spirit among the men of today considering their various castes, religions, genders, varnas and many differences. Management is affected by many factors like today's lifestyle, people's focus on business, working methods, new ideologies. Therefore, all these factors are affected in human resource management. Therefore, the strategic decisions of the management government, the new concept of business, the high thinking and discretion originate from the human resource management itself.

Also, the versatile personality is considered in human resource management. The elements are managed accordingly. Human resource management takes care of the qualities of the workers so that they take care of their families without giving up work, running schools for their children's education, conducting various activities for them and concern about the workers. Dividing and dividing the work of the workers according to their age group and skills and managing them by encouraging them and keeping them satisfied, making them aware of the responsibility of the work is called human resource management.

This approach takes into consideration effective training and genuine participation of workers.

Changing efficiency takes time:

It is very important for every company to recruit and develop a skilled and well-rounded workforce. To increase the efficiency and effectiveness of men to increase the quality and productivity of goods. Also, reducing substandard work reduces losses in productivity. It is necessary to manage such things to avoid accidents. Preventing things like unemployment, underemployment, customer complaints means human resource management. Language is an important medium for business growth. Communication in proper and professional language helps to grow business. Technical knowledge, linguistic knowledge, strategic decisions, as well as proper measurement of the weight of goods are essential. Human resource management should plan appropriate coaching and short-term programs to fill the gaps in system management and business development.

Effects of Globalization:

Today, one can sell his goods internationally i.e. outside the country, not only in the village, state, country. That is, you see a businessman entering the global market. Doing business in a foreign country requires understanding the language of the foreign country, business/business practices, culture, and ethical values of the foreign country. Because, to survive in business in the outside world, businessmen must be trained to meet the challenges of economic process. Only then, they can survive in the global market. HRM must implement such mechanisms, which will help people to make the philosophical system work. Due to age group, language, environment and caste, labor conflict can increase. To prevent this from happening, it is imperative that HRM trains management, imbibing

many eight aspects. Managers need to cultivate a sense of community, customer satisfaction and nationalism. Business diversity, diversity, language knowledge, technical knowledge and other skills acquired as a result of proper management will develop managers' businesses globally.

Position of HRM in Corporate Sector:

In the corporate sector, there is often a reduction in the amount of employees. So, it is necessary to manage that reduction properly. HRM has to play an important role in the workforce. It is necessary for HRM to start various schemes for workers such as worker satisfaction, fair remuneration, proper distribution of their work and remuneration. It is necessary to manage negative thoughts, improper management, false or negative rumors about workers. Bridging the gap between labor and the corporate sector is human resource management.

Planning continuous programs for workers:

In business, planning continuous programs for the management and workers means the overall development of the organization and the welfare of the workers. As a corporation values quality and satisfies customers by providing quality and quality products at low cost, providing proper service to customers raises the foundation of their operations. With the changing flow of trade, business, organization, company, corporation has to take continuous programs and take initiatives to increase new quality and productivity. Corporations employ only versatile and skilled workers and continuously plan the program until the customer is satisfied and quickly change the management if something goes wrong. Trying to improve everything. Such efforts are not only created in the corporate but also implemented. A corporate wide development approach is adopted by the top management and a continuous improvement program is implemented with the help of cooperation from every department in the organization. Any organization/company/business is developing when HRM plays such an important role. HRM must convey what is expected and required of the workforce in order for the organization to thrive. Only then, development can take place.

Engineering work processes for improved productivity:

Process engineering is important in today's era of globalization and positive processes in the industry with the help of machines and techniques will improve and instill processes of action among workers through progressive business management and HRM. Progressive tendencies in the corporate sector will be curbed and modern technology will accelerate engineering and create progressive and developed businesses, organizations and companies. Globalization will increase the progress of the country and will create developed and progressive businesses. As a result, increased human resource development will result in improved productivity. Therefore, it is necessary to use the instrument on a large scale.

Improvements are always made in the way of working in the corporation area. Hence the emphasis is on engineering testing. A thorough consideration is required as to which members should do which work. Accordingly, training in new techniques should be given quickly. Due to new changes and training, the business can see its impact on the management and consequently on the workers. Some workers may be upset and angry about the changes or unsure of what to expect. Consequently, if conflict arises in the organization, HRM must try to manage it. It is the responsibility of HRM to provide proper guidance and training to the workers to deal with uncertain situations. HRM should have the mechanism to guide the workers. As the way of working changes, it is the duty of HRM to provide new direction to the workforce. New skills are needed.

Contingent workforce:

Arranging programming alternatives that meet the needs of employees should the work flow experience contingencies as the workforce grows. In case any business organization has to create a

new structure, giving such skills to the workers is considered as a progressive management of HRM. As the contingency workforce increases to handle the situation, augmenting staff, locating and distributing their responsibilities, as well as, it is the management's responsibility to inform the HRM committee about all these things. Forcing HRM to discuss some important issues as well. It is the duty of HRM to manage properly in short period of time.

Increasing competition:

Human resource management is about meeting new challenges in view of increasing competition and keeping customers satisfied by considering quality and customer satisfaction to survive in the competitive market.

Workers compensation:

An employment based corporation is available in the market and the remuneration paid to the workers should be ample, adequate and satisfactory. HRM should see this. Giving bonus to workers as compensation for overtime, increasing their pay scale. HR promotes customization for buyers and sellers by providing them with tools that are applicable to their work. It is the responsibility of HRM to provide satisfactory remuneration to workers by providing equal pay facilities for every worker. To provide different avenues of employment to different groups of employees. It is the responsibility of HR to manage the working hours, time, and remuneration of the employees in a proper way.

Work responsibility and life balance:

Management of family life seems to be largely studied in current HRM studies. It is the responsibility of HR to adjust them to balance family and work and manage work and work time to avoid stress on family and implement different plans for family to have a happy family. Satisfaction with the family system the workers can be satisfied with their working hours, holidays granted, and trips managed. As a result reducing or not giving leave can balance the stressful environment of workers and families i.e. systematic management of HRM. Workmen should be able to determine responsibility for duty and willingness to work. So, work and family can be harmonious in their life. In human resource management, life balance, work responsibility and duty become important, so human resource management is essential.

Emerging Trends in Human Resource Management (HRM)

1. A hybrid structure.
2. Global expansion on the rise.
3. Employee experience takes precedence.
4. Analytics gaining the front seats.
5. A surge in monitoring the employees.
6. Automation of everyday tasks.
7. Augmenting the hiring processes.

Conclusion:

1. Workers should get fair justice and fair remuneration.
2. Providing goods and services at fair prices to satisfy customers
3. Implementing development plans
4. Mass production with the help of technology and machinery.
5. Plan development considering social, political, economic and educational cultural aspects.
6. Keeping markets under control without harming anyone.

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