



HUMAN RESOURCE MANAGEMENT

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rauteb@gmail.com**Abstract:**

Human Resource Management is the new field come in force since last ten to fifteen years very rapidly. It started from the industrial revolutions as a personal management, later on known as labour welfare and so on and now days it's called HRM. Due to the conflict of management and employees many industries and organizations were stopped working. Public welfare policies, heavy competition, technological revolution, job opportunities and less availability of skilled employee etc., required the proper Human Resource Management to utilize proper and maximum skill of human resource. Some important work of HRM, Importance of HRM, challenges and solutions are discussed in the paper.

Keywords: management, human, social, resources

Introduction:

The earthy natural resources are perishable. If we can't manage it properly, very soon it could be disappeared from the Earth. As same the Human Resource is also perishable. We have to recognize, organize and manage it properly to utilize the maximum skill of human beings. Else it could be big loss of human resource.

Human Resource Management is a multidisciplinary subject which includes the study of psychology, communication, economics, behaviour, sociology and management. Industrial psychology is the new field developed from the time of Industrial Revolution and the first HRM work was Industrial Welfare.

As defined by (NIPM) The National Institute of Personal Management, "That part of management which is concerned with people at work and with their relationship within an enterprise. Its aim is to bring together and develop into an effective organization of the men and women who make up enterprise and having regard for the well-being of the individuals and of working groups, to enable them to make their best contribution to its success". According to Decenzo and Robbins, "Human Resource Management is concerned with the people dimension in management. Since every organization is made up of people acquiring their services developing their skills, motivating them to higher levels of performance and ensuring that they continue to maintain their commitment to the organization is essential to achieve organizational objectives. This is true, regardless of the type of organization – government, business, education health or social action".

The given definitions and other study, define the aims and objective of HRM

- Human reflects the required skilled workforce for the related organization
- Resource reflects the limitations and scarcity of availability
- Management reflects the selection, training, motivation, reward, maximum and proper utilization of available resources and best uses of scarce resources.

✚ Social Objectives

✚ Organizational Objectives

✚ Personal Objectives

Work of HRM:

HRM is considered as the key to achieve the higher goals and maximize the productivity, better relations between employees and management and improve the profitability of organization. A good human resource manager can help to maintain the name, fame and profitability of any organization.

**Work of Human Resource Management**

Some of the important work of HR managers is given here:

✚ Human planning

✚ Job analysis and designing

✚ Recruitment, selection and staffing

✚ Orientation

- ✦ Training and development
- ✦ Allocating the jobs
- ✦ Performance appraisal
- ✦ Compensation and remuneration
- ✦ Motivation, welfare and professional growth
- ✦ Relation between union and management
- ✦ Keeping the record for future
- ✦ Improve the benefits of employee and organization

Importance of HRM

Mr. N.R. Narayan Murthy (Chairman, Infosys Ltd.) defines the HRM as welfare of employee he said, "You must treat your employees with respect and dignity because in the most automated factory in the world, you need the power of human mind. That is what brings in innovation. If you want high quality minds to work for you, then you must protect the respect and dignity". President of USA John F. Kennedy defined the, "Our progress as a nation can be no swifter than our progress in education. The human mind is our fundamental resource". Human Resource is the most important assets for any organization rather than the machinery land and money.

HRM makes people more competent, develops new skill, knowledge and attitude of the employee for concern organization.

- ✦ Motivated people become more committed to their jobs.
- ✦ Trust and respect can be develops in the organization.
- ✦ Employee accepts the changes in the organization.
- ✦ Team spirit improves in the organization.
- ✦ All around growth of employee also improves.
- ✦ Work efficiency culture creates in the organization.
- ✦ Valuable resources properly utilized.
- ✦ The improved role of employee feels pride while performing and achieving the goals.
- ✦ It also helps to collect the useful data for further policies and HR planning.

In that way HRM play the vital role in the organization to face the present and future challenges in the organization.

Challenges and Solutions in HRM

Due to the heavy competition and increased bargaining power of employees HRM faces huge problem to play his duty as a pool between employee and management. Staffing and change management are the big problems in HRM, most of management faces the given problems in their organization.

Some of measure Challenges are given below

- ✦ Change Management

- ✦ Leadership Development
- ✦ HR effectiveness measurement
- ✦ Organizational effectiveness
- ✦ Compensation
- ✦ Staffing, recruitment and availability of skilled local labour
- ✦ Succession planning
- ✦ Learning and development
- ✦ Staffing retention
- ✦ Benefits costs, health and welfare
- ✦ Problem of planning
- ✦ Management is not on based established merits
- ✦ Lack of technological Knowledge
- ✦ Insufficient opportunities and job availability for immerging talents

Solutions to HRM

To solve the Human Resource problems, HR Managers and team should make some policies, ensuring compliance and to contribute the development of corporate Human Resource.

- ✦ Mentoring, guiding and developing the Human Resource Team.
- ✦ Maintain the healthy way of emerging leadership and motivate for employees betterment.
- ✦ Coordinate increments and promotion of all staff members by effective HR measurement.
- ✦ Ensure appropriate communication at all staff levels. Counselling and guidance cell provide support to the employees.
- ✦ Prepare information and input for the salary budgets; focus on pay for performance base where available
- ✦ Provide active support in the selection of Recruitment, timely recruitment, quality of required level staff
- ✦ To develop the HR business plan
- ✦ Create a motivational climate in the organization, including sufficient opportunities for career growth and development.
- ✦ Provide the technical training
- ✦ Creates the data bank for future required HR for the organization.

Conclusion:

HRM is the process of hiring and developing employees so that they become more valuable to the organization. Its includes conducting job analyses, planning personal needs, recruiting, orienting and training, managing salaries and compensations, providing benefits and incentives, evaluating performance, resolving disputes, communicating with employees at all levels. HR Manager must be extensive knowledgeable of the related

industry, needed qualities of leadership and effective negotiation skills. HR Managers must be handle the employee with humanity base, and understand the Industrial human psychology. HR is the most valuable asset for every organization so that the HRM team should take care of their human resources and their dignity, progress and overall development.

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