

Human Resource Management: The Need of Today

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Abstract: HRM plays prominent role for the success of an organization. An organization cannot build a good team of workers without good human resource management. The key function of HRM includes recruitment, selection, training, performance appraisal, make effective communication, motivating workers, provide them safety and much more. HRM converts human resource into competitive advantage. All the activities in the life of workers starting from their entry till they serve the organization, comes under HRM. Human resource practices vary from organization to organizations depends upon its size. Human resource is most valuable asset of an organization and HRM is that function of management which deals with this valuable asset that means human resource. In comparison of earlier days the need of HRM has been increased. Now it has become the core activity of any organization. Human resource management helps to improve the relationship between management and workers and also help to achieve the organizational as well as individual goals. It is very essential to understand the distinction between HRM and HRD. The later term is part of earlier one. It means that HRM is the broader term and HRD is developed from HRM. HRD basically deals with development of workers where as HRM deals with different activities of worker. The management of modern business world knows that human resource is not a machine that is why there is great need to satisfy them in order to increase their productivity. This paper studies the need of HRM in organization not only from employee's point of view but also from organization's point of view. From the study is id clear that HRM plays an important role for managing people, work culture and environment. With the help of HRM organization achieves growth, goodwill and profits. Due to good HRM practices employees become able to meet the challenges of future. The biggest advantage of HRM is the growth of economy. The question arises how? The answer is profitability. Due to HRM efficiency of workers increases which leads to have better performance and results in more profits. This helps in expansion and diversification which generate more employment and introduce growth. All this improve economy of a country.

Key Words: HRM, workforce, Job satisfaction, Growth.

1. INTRODUCTION:

“Human resources are like natural resources; they are often buried deep. You have to go looking for them; they are not just lying around on the surface.”

A skilled and developed workforce is very important for the success of organizations. HRM plays a great role in having skilled workforce. It has been observed that the organizations having HRM is more effective than those who do not adopt human resource policies. It is not essential that every organization have same bundle of HR policies because the nature, size and other factor of each organization differ from other. HRM helps to introduce decentralization of decision making and emphasis on providing employment security. Analysis also indicates that HRM practices help to encourage industrial peace, the reason is HRM brings job satisfaction among employees. Effective HRM policies should be adopted to have better results. Employees are motivated to adopt innovations which lead to superior performance. It is rightly said by Steve Jobs that hiring the best is your most important task. But the another truth is that hiring the best is not enough, it is very essential to develop them and satisfy them for future course of action.

2. OBJECTIVE OF THE STUDY:

1. To study the need and importance of HRM.
2. To study the initiatives regarding HRM.
3. To analyses the current status of HRM in India.

3. DATA AND METHODOLOGY:

The information for the current study is collected with the help of secondary data.

4. CURRENT STATUS OF HRM IN INDIA:

- Total workforce in country is 397 million. Out of which 92% are working in unorganized sector.(National sample survey).

- Out of total employment 60% is engaged in agricultural activities and the rest 40% in non-agricultural activities.(NSS)
- In 1991 after globalization, privatization and liberalization there are great changes in the need of workforce.
- That is the reason for increased role of HRM in India.
- Despite of all efforts India is slow in implementing HRM policies.
- Today HRD has become the main element of HRM.

5. RESPONSIBILITIES OF HUMAN RESOURCE MANAGEMENT:

1. Act as a consultant as well as supervisor.
2. Be a link between policies and individuals.
3. Find deviations and draw effective strategies.
4. Maintain relationship between team members.
5. Relate people with jobs in order to appoint right person at right place.
6. Identify the needs of individuals to make them satisfy.
7. Analysis the need of training.
8. Motivate the employees to adopt innovations.
9. Help the individuals for career planning.
10. Receive feedback from employees.
11. Make effective compensation policies.
12. Resolving disputes with personnel.
13. Have strategic vision.
14. Allow individual participation.

6. NEED /IMPORTANCE OF HRM:

- **Helps in achieving objectives:** The chief ground for human resource management to be important is that they help the organizations to achieve their objective on a regular basis by means of developing a positive attitude amongst employees.
- **Helps an individual to work in team:** Effective human resource practices teach individuals team work and adjustment. This perfect training makes employees better to exploit a team.
- **Prepare individuals for future:** Employees are constantly trained; they are ready to meet the job requirements i.e. to integrate the occupation demands and produce perfect results. The company is also able to identify potential employees who can be promoted in the future for the top level jobs. So HRM takes responsibility for preparing people for the future by picking talents.
- **Helps in handling disputes:** There are number of hassles and issues which may rise up during the track amongst the employer and employee in an organization. The human department acts as a consultant as well as intercessor to set right those sorts of events. They first hear the grievances of the employees and sort them out by providing proper solution.
- **Optimum utilization of human resources:** The human resource management makes certain that they make proper use of all the available resources whether they are human or non-human resources.
- **Development of human resources:** HRM provides favorable environment for the employees so that people working in an organization can creatively.
- **Bridges the gap among the employees:** When employees have goal conflict, they are not able to perform well; hence human resource management helps in bridging the gap amongst employees and brings in goal harmony.
- **Brings joy within the employees:** The human resource team is the one who takes up the responsibility for vents, activities, celebrations, theatre trips, ceremonies and other team development opportunities. The HR manager is one who manages the budget and organizes the event. This brings joy and relaxation amongst employees from their work schedule.
- **Brings discipline and morality:** It makes sure that discipline and moral is maintained inside the organization through performance based incentives by offering such rewards a healthy and friendly working environment through the proper work design and assignment of tasks obtained.

- **HRM contributes to growth of the country:** When dedicated HRM is available, they lead to effective development and progress to use of natural, financial as well as physical resources in a proper manner. Due to optimum utilization profits increases which results in growth.
- **Identifying and developing persons:** The success of the every organization depends upon the quality of persons it employs. HRM helps in selecting right person for right job. Persons are assigned only if they are capable. So if an employee lacks in performance, his skill are improved by providing him training.
- **Educating managerial personnel:** Goals can be achieved only when managerial personnel change their attitude towards the workforce. There is need to educate managers about need of employees, their contribution towards organization and regarding various aspects of human resources approach adopted by the organization. HRM helps in educating managers.
- **Developing communication system:** There is a need to develop downward, upward and lateral communication in the organizations. Communication system helps in understanding the viewpoints of each other and taking up remedial steps if needed. It is HRM which bring good communication system.
- **Retaining suitable persons:** The rapid development of technology is throwing up new challenges every day. Modernization of various techniques, computerization and data processing, introduction of microprocessor controlled machines and revolution in communication techniques have resulted in a demand for trained and highly skilled persons. HRM not only helps in procuring suitable persons but is also useful in retaining them.
- **Creating work culture:** Human resource policy is backed by human values, understanding and concern for welfare of people. Persons in the organization will reciprocate by improving their efficiency, motivation, self coordination and greater co-operation. The work culture in the organization makes people fully satisfied and allows them to enjoy their work. HRM helps in introducing suitable work culture.

7. FINDINGS:

From the study it is analyzed that the reason of success or failure of any organization depends upon the quality and quantity of workforce it hires. So it is very essential to make the workforce skillful, satisfied and capable of handling problem. It is important to make the employees competent to meet future needs. In order to fulfill all these purposes HRM plays best role. It generates the feeling of belongingness and increase productivity. The end result of all this is growth of economy.

8. SUGGESTIONS/RECOMMENDATIONS:

Following are some suggestions to make HRM more effective and to ensure efficiency:

- **Have clarity:** Before implementation of policies it is very essential to have clarity of organizational objective, needs of HR etc. so that the policies when implemented work effectively.
- **Tactful:** HR policies can work better only if the managers are tactful. They are able to develop cordial relationship with workers; they make the policies according to requirement.
- **Be in communication:** HR managers should always communicate with workers and higher management. Workers will help to generate better policies and higher management requires reports time to time. All this is possible only with the help of communication.
- **Leadership:** Leadership is the key of success. Whenever a group works there is need of a leader. Hr managers should act as leaders also so that they can guide the individuals more effectively.
- **Incentive system:** The main purpose of HRM is to satisfy the individuals in order to improve productivity. Incentives play as important tool for motivating employees and to develop satisfaction.
- **Different factors:** There are various factors which affect the implementation of HR practices. Thus an organization must consider these factors while making HR strategies. These are:
 - **Economical Factor:** before making any plan it must be clear that how much money an organization have for different activities such as training, buying equipments, payment of salary and wages, and all other activities concerned to human resource. If an organization have good amount of funds then it can survive even in bad economical conditions.
 - **Legal factor:** Time to time, various changes are introduced in legal framework. So it becomes essential to be up to date regarding legal structure, rules and regulation, while planning. Thus HRM should consider Current rule and regulations to have smooth flow of work.

- **Technological factors:** Change is the law of nature. Change in technology brings revolution in the business world. So HR managers should take care about innovations and its impact on workforce requirement, because with the introduction of new technology need of human resource for a single task reduces.
- **Remuneration or compensation:** what is paid to employees for their services has vital effect on satisfaction level. HR managers should make fair remuneration packages for different employees depending upon their ability and output. If compensation is not up to mark, it may have negative impact on workers which results in more labour turnover.
- **Level of competition:** If there is stiff competition then highly skilled workforce is required, which is possible with effective HRM. So in order to gain success in competitive environment HR practices should be improved. Better HRM brings better employees which results in better performance. All this help to face competition.
- **Relationship between employees and management:** What is the level of understanding or co-operation is there among employer and employees affect the performance. Policies and strategies can work only if relations are better. So there must be participation of workers, cooperative behavior etc.

9. CONCLUSION:

“I emphasize this – no matter how good or successful you are or how clever or crafty, your business and its future are in the hands of the people you hire”

Akio Morita (Late)(businessman and co-founder of Sony Corporation, Japan)

In today's business world employees are aware about their rights and duties. They are the most important asset of organization so it not a denying fact that there must be existence of HRM practices in organization for the benefit of both employees and organization. HRM help to achieve the individual as well as organizational goals. In India the use of HRM has been increasing from few years.

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