

A STUDY ON CHALLENGES IN HUMAN RESOURCE MANAGEMENT

PHILOMINAL MARY.A

I MBA- Department of Management Studies
C.K COLLEGE OF ENGINEERING & TECHNOLOGY
CHELLANGKUPPAM , CUDDALORE – 607003
+91 8508724997 , philodoss2001@gmail.com

PRAVEENA.M

I MBA- Department of Management Studies
CK COLLEGE OF ENGINEERING & TECHNOLOGY
CHELLANGKUPPAM , CUDDALORE – 607003
+91 8807628605 , praviprathiksha@gmail.com

Abstract: The phrase "human resource management" (HRM) refers to formally designed processes for managing people within a company. Human resource manager's duties mostly come under the headings of staffing, employee remuneration and benefits, and defining/designing work. HRM's primary goal is to increase an organization's production through enhancing its workforce's effectiveness. In the Journal of Business Strategy, Edward L. Guzman made the following observation: "The primary goals of human resources will always be to attract, nurture, and retain talent, align the workforce with the company's goals, and significantly contribute to the success of the company. These three difficulties won't ever go away." Small businesses, which often lack a dedicated HR department, may find it difficult to manage their human resources. They may just have one HR employee, or the CEO could still oversee this. Whatever the case may be, small business owners must be aware of the difficulties to overcome them and be ready to deal with HR concerns when their firm and employees expand. The purpose of this essay is to examine the problems with HRM, provide recommendations for solutions, and identify newly developing issues.

Keywords— Human Resource Management, Challenges, Employees, Business.

1. INTRODUCTION

All the information you want on the difficulties in human resource management. The existing order of things is drastically altering and undergoing a thorough metamorphosis.

The unthinkable things of yesterday are now conceivable, and the unthinkable things of today will be attainable in the future.

Change is the only thing in nature that is believed to be constant, for this reason. Human resource management is now a difficult endeavour due to the many obstacles it faces.

2. STATEMENT OF THE PROBLEM

Today's HR managers face a challenge as they try to compete with rivals on a worldwide scale and survive in a diverse market. In this competitive day, maximising the use of available personnel is a very difficult job for any HR manager since human resources are necessary and highly important for every business, regardless of size and kind of organisation. Since there are new issues in HRM, we have picked this subject and tried to examine them in order to find answers.

3. OBJECTIVES

- To study the challenges in HRM.

- To provide suggestions to overcome challenges.
- To highlight the future challenges in HRM.

4. RESEARCH METHODOLOGY

For this study secondary data has been used. The data has been collected through internet, websites etc.

5. FINDINGS

Emerging HR challenges

GLOBALIZATION IN HRM

Every successful businessman's head has been invaded by the phrase "globalisation," and the idea of a "global village" is a prevalent problem in the contemporary business world. People from all over the globe are coming together as part of the process of globalisation, which is facilitated by the extensive network of communication technology. The modern corporate environment has been impacted by this facet of globalisation. Today's HR managers don't have to depend on a narrow, constrained market to get the qualified workers they need to tackle global difficulties; instead, they may hire people from all over the globe.

How "Globalization" affects to HRM challenges....

- How to face competition from MNCs is worry for Indian firms.
- As globalization spreads, more foreign firms are entering Indian market and challenges before domestic firms are going to be much more severe in the years to come.
- As a result of Globalization businesses are forced to rapidly expand beyond their immediate borders into global marketplace
- Large investment and modernization would require highly skilled and technically trained people who would replace less trained, unskilled and redundant workforce
- Greater and greater training needs are bound to be identified for updating the technological and behavioral skills of well-trained executives.

6. HANDLING MULTICULTURAL/DIVERSE WORKFORCE

A workforce that is multicultural is one that consists of both men and women who come from a number of various ethnic and cultural origins. Despite certain distortions that may be brought on by discrimination or cultural prejudice in hiring, the work force in each nation reflects the population from which it is recruited. HR managers may find it difficult to deal with employees who have diverse "age," "gender," "racial," "educational background," "location," "income," "parental status," "religious views," "marriage status," "ancestry," and "job experience." Communication problems and an increase in the friction that might arise when persons with different expectations and habits interact can result from cultural differences. The diversity of the workforce is growing as a consequence. The HR manager has a difficult job managing these individuals with diverse religious, cultural, and moral backgrounds. Therefore, it is crucial for an HR manager to provide a setting where diversity's benefits are maximised and its drawbacks are as little as feasible.

7. EMPLOYEE SELECTION

Any firm must pick its personnel carefully, but small businesses that may find it difficult to compete with bigger employers should pay special attention. To help them create and deliver high-quality goods and services, small businesses require people who are knowledgeable and competent. In addition to these challenges, there are a few more elements that affect hiring decisions. A HR manager must thus take into account each of these aspects when choosing the employee who would be most beneficial to his firm. The following are a some of the variables that influence staff selection:

8. EXTERNAL FACTORS:

Recommendations

If the individual being suggested is excellent or bad, current workers may suggest their friends or family to fill the positions.

government intervention

We could need to choose such individuals if they show up for the interview under the influence of politicians who are well-known to the HR manager and have strong relationships with the business.

Personal bias

- Bribing

Some candidates may offer bribe to make section

Internal factors:

- **Cost of recruitment**

Cost incurred for the process of recruitment may also effect the selection process.

- Job analysis
- Human resource planning

Before selection of the employees there may be already a plan for employee selection and a HR manger may in need of following that plan itself he may notbe in the position to take his own decisions beyond plans already made.

9. COMPLIANCE WITH LAWS AND REGULATION

It may be challenging for company owners to stay on top of evolving employment legislation. Many people decide to disregard employment regulations because they think their firm is exempt from them. However, doing so may result in audits, legal action, and ultimately the extinction of a corporation. It will be difficult for the HR manager to choose an employee while taking into account all employment rules and regulations since he will be in charge of recruiting workers and has a responsibility to take care of employment laws and regulations. He has to keep up with the evolving laws and norms governing the workplace.

10. TRAINING AND DEVELOPMENT

“Training is expensive. Without training it is more expensive.” –Nehru

Knowing where you are right now and, sometimes, where you will be with your talents in the future is key to effective training. People may acquire new material, new methodologies, and refresh their current knowledge and abilities via training, which leads to significant changes and boosts productivity at work. The goal of providing the training is to have an impression that endures after the programme is over and to keep staff members informed of emerging trends. Training may be provided to help both individuals and groups increase their skills.

In order to "strive to create the ability to attain and maintain a new want state that benefits the company or

community and the environment around them," organisational development is a process.

A workforce's training and development presents several issues for the human resource department, from assuring the stability of the top performers who power the business to coaxing success from underachievers and untapped potential workers equally.

Another typical HR issue is the lack of funding for the training and development of lower level personnel. Some firms struggle to locate the necessary resources. Front-line personnel are among the toughest workers and may not have the time to attend a training session.

balance between work and life

When both the husband and woman are working, balancing work and life becomes important.

The 150 million urban females in India who are employed today make up 15% of the country's total female population. Any business that aspires to be regarded as "a fantastic place to work" must take extra care to reduce and enable employee work-life conflict. The difficult part is figuring out how to assist workers' ability to combine work and life without interfering with their private affairs. Such a company often struggles to come up with innovative ideas that are doable to adopt yet have a significant impact. Successful businesses in this field have elevated the concept of work-life balance by helping their people realise their full potential rather than just focusing on the home challenges that they face.

Programs aiming at work-life balance include:

- Child care at or near the workplace
- Job sharing
- Sick leave policies
- Flexible work timing
- Care for sick children and employees

11. RETAINING EMPLOYEE

- Globalization has given freedom to working professionals to work anywhere in the world
- Now that they have endless lucrative opportunities to work, hiring and retaining the best industry talents is no joke

- Providing excellent work environment and offering more remuneration and perks than your competitors can retain and motivate them

12. CONFLICT MANAGING

Organizations cannot exist without conflict. It is well recognised that 80% of conflict situations happen without human will. Its root causes are the unique traits of each person as well as the organisational structure, which is influenced by the company culture. Organizations face a clear and present threat from work-life conflict, and if they choose to ignore it, they run the risk of accepting subpar employee performance. Managers of human resources should be able to resolve disputes between employees and employers without offending either party.

Even though interpersonal disagreements are nearly hard to prevent, HR managers may overcome the problems by handling them diplomatically. To prevent more disputes, they must be able to listen to each party, make a decision, and persuade them of their decision.

13. HOW TO OVERCOME THE HR CHALLENGES...?

Proper HR planning: To overcome the above challenges a HR manger must have to do a proper planning before going for recruitment or selection process with regard to how many vacancies are there that is of what kind of job and for that from where he has to recruit and what must be the qualification of a candidate and how they have to conduct interviews and what are all the hurdles, influencing factor may arise in selecting a candidate.

- **Facilitation:** A HR manager is responsible for overseeing facilitation for both new and current personnel. In order to prevent employee retention, he must take particular care of female employees and the most qualified and bright workers. He must also consider what will serve as an incentive for employees to be inspired to provide their best.
- A human resources manager should act ethically to maintain friendly connections with staff, prevent disputes, and handle a varied workforce with care.
- **Coordination:** An HR manager must deal with a varied workforce and inspire his team members to take initiative. As a result, he must cultivate a coordinated mentality both inside himself and in the workplace.

- **Sympathy and Consideration:** As human is a social being he needs care and sympathy from others in his working place or anywhere. Thus, as an HR manager works with humans he must have sympathy and should consider someone's problem.

- **Knowledge of Labor:** An HR manger should have complete knowledge of labor that is, he must know the mindset of workers. A manager must have long experience with diverse workforce not only this but also, he must know about changing trend in labor sector as well as changing rules and regulation of employment. He must know about what the minimum and maximum wage rate and average working hours is.

- **Academic Qualifications:** To be HR manager one should have high academic qualifications with proper knowledge and experience

- **Fairness:** A HR manger must not be very rough and hard while he deals with his workers.

- **Communication:** There must be proper communication among HR manager or departmental managers and employees and it must be clear and understandable. Business owners should focus on communicating the benefits of the change for everyone so that employees can adjust to changes very easily and quickly.

- **Business should create opportunities for its employees to use their skills and strengths every day.** Accomplishing goals will motivate them and give them a chance to develop their skills.

14. EMERGING HR CHALLENGES IN FUTURE

Planning for HR is one of the most important tasks for HR managers. The organisation role in terms of HR has changed from being "behind the scenes" to being a crucial differentiator in company. The 21st century has given the HR positions a new dimension, particularly in light of globalisation. Manpower management is a difficult profession that calls for specific knowledge. The problems that the HR Manager is now dealing with are as follows:

Selection and recruitment

expansion and development of careers

fostering a diverse workforce and company culture

Conflict prevention and management

business values and ethics

Multigenerational Workforce Management

Techniques for retaining and inspiring employees

Adaptable working hours

finding work-life balance

Managing the 5 R's of workplace relations

15. CONCLUSION

According to the aforementioned justifications, globalisation has several effects on businesses, some of which may include cultural diversity. The HRM of today must develop the knowledge, perspective, and skills required to obtain a competitive advantage on a global basis. Since creativity and innovation are recognised to be the secret to success, HR managers must always be on the lookout for them. To meet the difficulties of globalisation, which has given firms a completely new perspective, HR is crucial. Since the company has become more adept at using technology, it is crucial to adapt any developments. In addition to the effects of globalisation, a human resources manager will need to consider a number of other factors when choosing the best candidate. These include technological advancements, the competency of current employees, the skill and knowledge of the younger generation, laws and regulations governing employee benefits, and the growing level of competition in the business world.

REFERENCES

- [1] <http://www.griffith.ie>
- [2] Noe R.A. 'Employee Training and Development', McGraw-Hill.
- [3] www.peopleandmanagement.com
- [4] Nayantara Padhi 'Strategic Human Resource Management Theory and Practice, Atlantic Publishers & Distributors, New Delhi.
- [5] <http://careertrend.com>
- [6] VSP Rao, Human Resource Management, Second Edition, Excel Books, New Delhi 7
<https://www.talentlms.com>