
CURRENT CHALLENGES IN HUMAN RESOURCE MANAGEMENT

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ABSTRACT

Human Resource Management is also concerned with the people in the organization. HRM is the process of treating the people of the organization in a human way. Employees' human resources approach enables the manager to view people as a valuable resource. It is a way in which an organization can use its power not only for the benefit of the organization but for the growth, development and satisfaction of the people involved. HRM also faces a lot of challenges in the current situation. The researcher has chosen Kirloskar Brothers Limited, Coimbatore, which is one of the leading Industries in and around Coimbatore, to find out the Current Challenges in HRM, The study is Descriptive in nature. In the research study, the researcher has adapted the Simple Sampling Random Techniques in which lottery method was used to select the samples. This method is under the method of Probability Sampling Method. The Researcher selected the 60 respondents (Employees) from Kirloskar Brothers Limited, Coimbatore.

Key Words: HRM, Challenges, Organization.

INTRODUCTION

Human Resource Management departments and units in organizations often perform a number of tasks, including employee benefits structure, employee recruitment, "training and development", performance appraisal, and reward (e.g.,

managing payroll and benefits plans). HR engages with organizational change and industrial relations, that is, the organization's performance and requirements arising from collective bargaining and Government regulation. Human Resource Management is the process of hiring, selecting, educating employees, providing information, training and development, valuing employees, determining compensation and benefits, encouraging employees, maintaining proper relations with employees and their unions, ensuring employee safety, social and health systems in accordance with the labor laws of the country.

Human Resource Management:

Human Resource Management is an efficient approach to successful management of people in any Industry which helps their businesses and increases the growth and development of the company. It is designed to maximize employee effectiveness in serving the strategic goals of the employer. Human resource management focuses on human resource management in organizations, focusing on policies and programs. HR departments are responsible for overseeing the composition of employee benefits, employee recruitment, training and development, employee acceptance, and salary administration, such as managing payroll systems and benefits. HR engages with organizational change and industrial relations, or the balancing of organizational practices and needs arising from collective bargaining with government regulations.

Human Resource Management includes administrative tasks such as planning, organizing, directing and controlling. It includes purchasing, upgrading, retention of staff. Human Resource Management is a multidisciplinary topic. Includes research in management, psychology, communications, economics and sociology. Including team spirit and team work. It is an ongoing process.

Objectives of Human Resource Management:

1. **Social Objectives:** Inventory measures that respond to ethical needs and company and employee challenges. This includes legal matters such as equal opportunity and equal pay for equal work.

2. **Organizational Objectives:** Actions taken to help ensure organizational effectiveness. This includes providing training, hiring the right number of employees for a specific task or maintaining high retention rates.
3. **Functional Objectives:** The guidelines used to keep HR working well within the organization as a whole. This includes making sure that all HR resources are fully powered.
4. **Personal Objectives:** Resources used to support the individual goals of the job. This includes providing an educational or career development opportunity and maintaining employee satisfaction.

The Current Challenges of Human Resource Management:

Organizations today recognize that human resources are a very important commodity and adopt policies such as skills development, job rotation, performance management, empowerment, etc. Greater pressure is being given to the social work and social security sector for additional retirement benefits such as health insurance, pension fund, pension, etc.

- I. Environmental Challenges
- II. Organizational Challenges
- III. Individual Challenges

I. Environmental Challenges:

Environmental challenges are related to external forces that exist in an area outside the organization and can influence the effectiveness of organizational management. These external forces are almost entirely out of control of the organization. This can be viewed as a threat to management and should be handled effectively.

The following is a list of human resource management challenges identified as environmental challenges.

1. Quick Change
2. Personnel Diversity
3. Global economic distribution
4. The law

5. Technology
6. Job and family activities
7. Lack of Skills

II. Organizational Challenges:

Organizational challenges in HRM are related to the internal factors within the organization. Although these challenges are presented as a result of environmental challenges, these can be managed by the organization's managers most effectively. Active HR managers look at those challenges in advance and take corrective action before these can be turned into major problems. Challenges for human resource management within an organization include competitive positioning and flexibility, organizational reorganization and mitigation problems, use of self-regulatory groups, development of appropriate organizational culture etc. When organizational effectiveness is successfully combined with another factor of productivity, environmental opportunities are identified and threats are eliminated. The competitive position of the organization can be influenced by HR policies in the following ways.

- Cost Control
- Quality Improvement
- Developing Unique Skills
- Reorganization

III. Individual Challenges:

Decisions related to specific staff are included in individual HRM challenges. Organizational issues are also affected by how employees are treated in organizations. Problems related to each level are as follows.

- 01- Production
- 02- Power
- 03- Mental issue
- 04- Ethics and social responsibility
- 05- Protection of duties
- 06- Reconciling people and organization

REVIEW OF LITERATURE

Ayanda (2012) conducted a study on HRM innovation within the banking sector of Nigeria. The effect of latest HRM practices on the financial performance of banks in Nigeria was examined during this study. The results revealed that the mixing of HRM strategies and practices was done to a particular extent within the banking sector of Nigeria. The finding also indicated that the new HRM practices as foreshadowed by the new HRM alignment, HRM written strategy, committee membership, regulatory breakdown and administration training had a positive impact on the firm's financial performance. The study also suggested that organizations should focus more on the implementation of latest HRM strategies with the aim of improving their impact on the financial performance of the firm.

Jain et al. (2012) highlighted how innovative HRM practices are adopted by Indian and foreign companies operating in India. Their research has also explored ideas. The results showed a difference within the way foreign firms perceive their human resource management (HRMI) intelligence as against the way that Indian firms do. There was an excellent deal of emphasis on less parental agreement on foreign MNCs that something the Indian MNC had less concern about. consistent with the study, Indian MNCs were focused on performance management internally, and had put in situ new cultural innovations. In contrast, external MNCs emphasize maintaining a balance between parent and caregiver and appearance at HRMI behaviors across all support companies in several parts of the planet . International MNCs also tend to be more conscious of cost and labor costs than Indian MNCs.

Savaneviciene and Stankeviciute (2010) examined the —black-box‖ between HRM and organizational performance. On the idea of a comprehensive literature review, they supply insight into HRM design with the conclusion that no single agreed or organized HR (HR) list is employed to explain human resource management. However, within the same study, four performance measures were identified that would explain how well a corporation performed on-line with all HRM activities. These were HR-related outcomes (manageable, insightful and

ethical); Organizational outcomes (productivity, quality, efficiency); financial results (profit, sales); market based results (market value).

Vermeeren et al. (2009) conducted research to realize an understanding of the connection between HRM and therefore the quality of public services to assist public organizations improve their performance with better HRM policies. Analyzes used two different data bases. the info bases have provided information about the wellbeing of employees and data associated with municipal performance. the info for this survey are compiled at the organizational level, with the result that data are often compared between thirty-five different municipalities within the Netherlands. The structural equation model was wont to establish this relationship. supported a second single-factor data analysis confirmed, it shows that a) in organizations with good HRM practices, employees have a positive attitude towards their work and b) organizations during which employees show a positive attitude towards their work are able to do better public organizational performance.

RESEARCH METHODOLOGY

Problem of the Study:

The world of HRM is changing much faster than we can imagine. Regular environmental changes. They must respond by taking advantage of the gradual but reflective shift in the nature of the field, current activities, and general human resource management policies, submissions and perspectives. As companies move around the world setting up offices, delivery centers and construction sites, there will be a massive movement of people and that is a major challenge as it moves forward. In the case of India, the IT industry alone has the potential to create about 5 million work opportunities and by 2015, it will cost about 50% of the total net worth of about \$ 300 million. A recent study by the Times group found 49000 posts on resale, of which 112000 were in the 51000 manufacturing sector in the service sector this year. To achieve this, India needs to face its biggest challenge of ensuring the hiring of workers.

Research Objectives:

- To read personal information of respondents
- To measure the level of Current Challenges in Human Resource Management

Research Design:

The research is inherently descriptive. It involves research and fact finding of various types. The main purpose of descriptive research is the interpretation of the present state of things.

Universe:

The set of all units pertaining to this study is called the population of the universe. Researcher selected workers from Kirloskar Brothers Limited, Coimbatore. In that sector 175 employees worked in different positions. So the total research area is 175.

Sample Design:

In the research study the researcher adapted the Sampling Random Technique techniques when using the lottery method to select samples. This route is subject to the Probability Sampling Way. Sample size was 60 respondents. The researcher collected data from the respondents through a questionnaire with the help of Self Prepared Questions.

Limitations:

- Study time was limited.
- Some respondents do not provide relevant information during data collection.
- Generating input would not be possible as the research focused only on the universal stage.
- The answers given to the respondents can be disputed.

DATA ANALYSIS AND INTERPRETATION

Level of Current Challenges in HRM

S.NO	Level of Current Challenges in HRM	Frequency	Percentage
1	Low	5	3.0
2	Moderate	10	5.7
3	High	160	91.4
Total		175	100.0

The above table indicates that most of the employees (**91.4%**) accept that there is high level of Current Challenges in HRM in the company. Moreover 5.7% of the respondents accept that there is moderate level of Current Challenges in HRM in the company and only 3% of the respondents accept that there is low level of Current Challenges in HRM in the company

FINDINGS

- There is no association between Environmental Challenges and the Current Challenges in HRM
- There is no association between Organizational Challenges and the Current Challenges in HRM
- There is no association between Individual Challenges and the Current Challenges in HRM

SUGGESTIONS

- The Social, Organizational, Functional and Personal Objectives should always focus the Current Challenges in Human Resource Management.
- The Organizational, Environmental and Individual Challenges should adopt the Current Challenges in Human Resource Management.

CONCLUSION

The Human Resource Management is the one of the significant Department in the any Industries, Companies or in any Organization. There is a Challenge in all the

fields and Human Resource Management is not an exception. The main aim of the researcher is to find out the level of Current Challenges in Human Resource Management. The conclusion of the study reveals that the level of Current Challenges in Human Resource Management is high in the Kirloskar Brothers Limited, Coimbatore.

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