

# Human Resource Management Challenges and Purposed Solution: An Analysis

Vinit Kumar Shukla, Megha Mittal

*Abstract This paper define the various future challenges in the field of Human resource management and the possible solutions to overcome them. The responsibilities of HR manager have gradually become broader and more strategic because of globalization. The function of human resources (HR) departments is administrative and common to all organizations. Organizations may have formalized selection, evaluation, and payroll processes. Management of "human capital" progressed to an imperative and complex process.*

*It investigates three aspects of human resource management facing future challenges, operational, technology and globalization.*

*Index Terms— HR, Gobalization, Human Capital*

## I. INTRODUCTION

Career Development is entirely dependent on human resource professionals, their training selection and appraisal for decades. The HR needs to change the strategies according to environments. The world of HRM is changing more rapidly because of constant change in the environment . The HR Faces challenges, while moving forward as companies are becoming global setting up there will be a grater movement of people. IT Industry in world has a great potential to create about 15 million jobs and it will account for about 75 % of total \$ 700 billion by 2020. World including India needs to tackle its biggest challenges of ensuring study flow of employable. Workplace to achieve 500000 vacancies. 200000 in manufacturing sector ,and many other sectors. The HR Manager have to adopt positive strategies which helps them to participate events and take appropriate actions. In the ever-changing world in which we live, new technology is continually being developed. This change requires organizational leaders to be cognizant of the different types of technology which could improve the organizational effectiveness. Human Resource Information Systems (HRIS) have drastically evolved since they were first introduced more than 50 years ago—they have gone far beyond their original purposes of converting paper records into computerized databases. In modern times, HR/payroll systems are able to handle several of HR's numerous functions. HR Software is now full of features and self-contained—not just the data storage systems we once knew them as. The developed HRIS will help the organization to effectively store employee data more securely and accurately. Modern HRIS systems are now tools that HR Professionals can use on a daily-basis for several purposes.

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In the past, companies used to track data on paper and spreadsheets. However, with technological advancements many companies have realized the need to implement more sophisticated computerized systems, like Human Resource Information Systems. By moving to HRIS, companies are able to keep more accurate and up-to-date records, allowing them to better prepare for future growth in their companies. In most situations, an HRIS will also lead to increases in efficiency when it comes to making decisions in HR. The decisions made will also increase in quality—and as a result, the productivity of both employees and manages should increase and become more effective.

## II. THE STUDY

The report “The Future of HR : Creating the Fit for Purpose Function” was released by UK- based HR and business management research and publishing firm CRF publishing in 2005.The report coauthored by Chris Ashton, Mike Haffenden and Andrew Lambert, has detailed research, case studies, expert commentary and analysis on several critical aspects of transforming HR. According to this, as organizations change and greater expectations are drive upon HR, the future clearly demands more expertise in people management, according to Haffenden “If HR can deliver this, it may differentiate the organization and create a competitive advantage – and the function’s future will not be in doubt”. Haffenden is ultimately optimistic about the future. The HR function of the future will include people with varied background and skills – whether from frontline management or other functions – bringing a much broader perspective to bear than the archetypal ‘personnel professional’ concept of the past, according to Lambert. Foster (2005) in the view point of Macky and Johnson (2003) the work force diversity in the modern organization now a day’s growing question, similarly the labor mobility, political pressure, stream of investment capital, information transfer using electronic means and currency exchange are all new challenges. According to Marshal and Paalvast (2008) What should be the priorities for human resource in future? The answer to this question is very difficult but there are many factors contributing to HR managers functions and these activities are constantly changing. Leading management thinker suggest that ,”it is not technology, but the art of human and human- management.” That is the continuing challenges for executive in the 21st century. (Drucker,dyson, Handy, saffo, &Senge 1997). Similarly , Smith and kelly1997 believe that” future economic and strategic advantages will rest with the organization that can most effectively attract , develop and retain a diverse group of the best and the brightest human talent in the Market place.

The effective management of the human resource in the firm to gain a competitive advantage in the market place requires timely and accurate information on current employees and potential employees in the labor market. With the evaluation of computer technology, meeting this information requirement has been greatly enhanced through the creation of HRIS. With technological advancements many companies have realized the need to implement more sophisticated computerized systems, like Human Resource Information Systems. By moving to HRIS, companies are able to keep more accurate and up-to-date records, allowing them to better prepare for future growth in their companies. A computerized HRIS is designed to monitor, control and influence the movement of people from the time they join the organization till the time they leave it. Human resource information systems are built to reduce the manual work of HR expertise. HRIS helps to abandon paper forms or reports because all information is available through the system.

### III. DISCUSS

#### 1-Small investment in quality training, big payback

Backed by SHRM's track record of providing quality HR training, the HR Essentials of HR Management course covers the topics you need to meet key HR challenges that are relevant to you and your company. In 15 hours of training time, you can cover the issues you need to reduce potentially costly lawsuits.

Developed by leading HR experts, HR practitioners, and legal counsel, the SHRM® Essentials of HR Management course covers introductory HR topics in a condensed, easy-to-understand format. The straightforward format ensures that HR concepts can be mastered and applied to real-life situations.

You'll benefit from the shared experiences of your instructor and peers, while learning techniques for handling HR challenges through interactive case studies designed to make you feel comfortable dealing with HR issues

#### Benefits for employees

Through the HR Essentials of Human Resource management course, participants can:

- Attain knowledge and practical HR skills to effectively approach challenging HR issues.
- Gain expertise in areas of HR management that are broader than the normal scope of your job.
- Stay up-to-date on the latest laws and regulations.
- Increase your on-the-job confidence.
- Utilize the course materials as one comprehensive source of HR information.
- Earn up to 1.5 CEUs or 15 PHR®/SPHRF recertification hours and a certificate upon completion.

#### Benefits for companies

The HR Essentials of Human Resource Management course can help companies increase HR knowledge that is critical to overall business success. This course:

- Reduces company's risk of potential high-cost litigation.
- Promotes a consistent understanding of the HR function to non-HR management.
- Offers professional development for divisional or departmental supervisors to ensure HR compliance.

- Develops a common dictionary of HR terms for the entire organization.
- Enhances the importance of the HR function within your company.

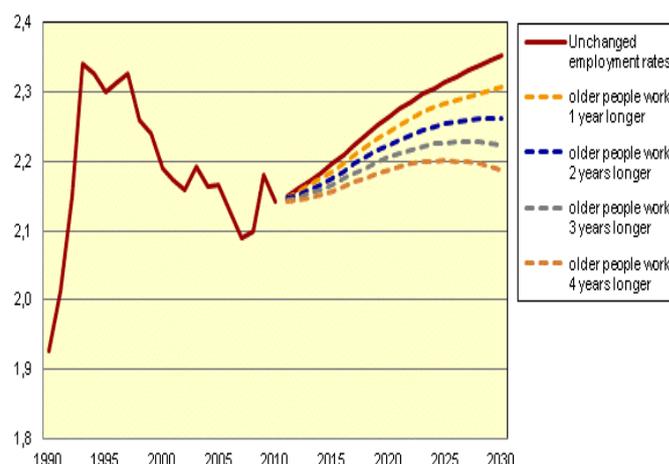


Fig 1. Employment rates upto 2030.

### IV. CONCLUSIONS

Human resources management system can play an important part in a company's HR function. To conclude that it can be said that HR is facing various challenges like globalization; workforce diversity etc, and these challenges are overcome through cross cultural training, motivation of employee, technological and information technological training within this environment. The HR professional must learn how to manage effectively through Planning, Organizing, Leading, and Controlling the Human resource and be knowledgeable of emerging trends in training and employee development.

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