

# The Emerging Challenges of Human Resource Management

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## Abstract

Every organization's realization about human resources being the most valuable asset has led to the acceptance of policies like competence building, job rotation, performance-linked pay, etc. It is to promote the overall development of human resources. A lot of attention is also being given to employee welfare and social security. Post-retirement benefits are also offered along with health insurance, provident fund, pension etc. A vital role is played by HR in acquisition, preparation and maintenance of human resources for addressing various challenges. Changing market conditions also pose a major challenge to organizations. Market inflations, and downfalls, each add up to the challenges. Candidates' reaction to situation varies even under the most likely circumstances. These are blockers to human resource management. It has to be pro-actively dealt with and necessary steps need to be taken for affection human resource function.

**Keywords:** Technology Innovation, Globalization Strategic Partners, Challenges of Talented Attraction and Retention, diversity Culture and roles of Professional Personal.

## INTRODUCTION

Organizations nowadays are receiving applications and complains from their personnel and labours, from various departments like finance, management and even from CEO of the organization. The Human Resource Management (HRM) manager of the company is most likely to hear the complaints about their related job such as the recruitment and selection in the future and now the HRM in organizations face the great challenges and these challenges are as advancement of technology, globalization of business, strategic partner, and change in rules and regulations, political changes, attraction and talent challenges, cultural, diversitital, payment system, and the environment changes and the role of experiences and professional personnel. The unemployment is overhung on the economy and the organizations are mournful that they aren't able to find suitable and skilled employees sometimes to fulfill even a single

position(vacancy) that is the reason it takes few months to find the eligible and the right person for the right job. As in many places mentioned that human resource management (HRM) is one of the management functions and which is generating wonderful change in the new millenary. As passing of the years we know that there is a shift in HRM manager's responsibilities from quite handing personnel issues to designing the implementation of the complication strategy for organization and company.

**Aim:**

The main aim and purpose of this paper is to discover the HR problems, issues and emerging challenges to find some practical solutions.

**Human Resource Management (HRM):**

HRM is one of the management functions and it is defined as the process of doing the right things and directing the personnel. Or

Human Resource Management (HRM) is the process of recruiting, selecting, placement, promoting, transferring, firing, training, and development, motivating employees, compensation & benefits and the selections of right person for the right job. HRM (human resource management) is the combinations of some functions as the following...

- Planning
- Organizing
- Directing
- Controlling
- Staffing

Human resource management is an interdisciplinary subject of the organization. The main reason of HRM is expected for utilization of existing knowledgeable and skills workforce. In this 21st century nationally and internationally the human resource management (HRM) is trying to utilize the knowledge, skills and expertise of the employees and labors as much as possible. Efficiently and effectively to meet the organizational target and goal, HRM (human resource management) is focusing of the importance of workforce and employee's compensation and benefits to concerns as employees are playing a vital role in the organization targeting its objectives to be successful. The organizations around the globe are recently going through some challenges of the dynamic environment to which the companies are required to adopt new changes and apply effort for the profit of the organization. Nowadays the firms are coming across various challenges and the HR trying to overcome these challenges and these challenges are....

- Globalization.
- Technological advancement.
- Everyday innovation.
- Political as well as economic instability.
- Ethical and ecological challenges.
- Skills workforces.
- Environment challenges.

These challenges of the management are one of the huge challenges of today's era that is why today globalization is welcoming various business firms to expand globally which is vital and adding value to the national and international income.

#### Emerging Challenges:

One of the most important and critical activity for HR manager is the planning of HR. According to the 21st century the firms have to change from behind the visible aspect to the critical seeming differentiators of business. The firms or organizations should adopt the changes of globalization like: the new technology, selection & recruiting skills, knowledge and suitable manpower. The manpower of management is hiring one of the exasperate task and for which it requires specialized skills and knowledge. In the past few years, numerous changes have taken place due to the rise in several discharge of employees and personnel. Number of people lost their job and it is a huge pressure on the organization's management that which is putting the organization in a serious situation to follow the procedure and strategy of discussing the following challenges faced by HR which is identified through reviewing of literature.

#### Challenges of Technology Advancement:

The world of business is going to change. The main source of these changes is the fast advancement of the technology. The organizations and firms should adopt these changes for their businesses otherwise the competition in the national & international market will be difficult and for that purpose the harshest challenges which is going to be faced in the organization is HR because the change in technology and machinery itself means the change in the nature of work process itself and numerous of employees and labors will be displaced by the advanced technology. These positive changes are good and necessary for the business firms to exist and remain competitive in the market. But it can be a red light or a serious error to ignore the employees. These changes have an impact on the workforce the advancement of the technology which reduces various jobs which requires little knowledge and skills but it is increasing the number of jobs which are requiring considerable high-profile skills & knowledge. The work process moving

from hardware to software means from the touch of labour to the required knowledge and skills of the demanding work. The situation is tough but the organization has to change the technology. The advance and new technology will be increasing unemployment and there would be shortage of knowledgeable and skilled employees. Technology besides of various facilities, it also brings challenges and difficulties in the organization.

#### Modern Globalization Challenges in the HRM:

First of all it is need to know about globalization and its meaning. Globalization is the process of interconnection of various parts of the world through your business. The main aim or objective of globalization is to secure socio-economic integration and development of all the people of the world through a free flow of goods, services, information, knowledge and people across all boundaries. As we know globalization meaning is going beyond the national borders for the same product market force which operates the economic activities for the countries at all level and is showing the unity of trade world and its financial market as well. Growing of globalization and internationalization has the major impact on the HRM in the following terms.....

- Attitude
- Languages
- Law
- Practices
- Work ethics
- Unfamiliar competition
- Management style
- Political issues

The above challenges are the huge concerned for the human resource manager because the HRM recently daily faces number of such issues in the organizations on a daily basis.

#### Diversity Culture and Role of Professional Personnel:

Diversity defined as a scope of workplace regarding Thomas (1992) or can define as dimension of workplace including diversity and

according to Thomas it's not limited to the following...

- Age
- Gender
- Ethnicity
- Ancestry
- Physical abilities
- Race
- Educational background
- Sexual orientation
- Income
- Marital statue
- Geographic location
- Military experience
- Religious believes
- Parental statue
- Values
- Work experiences

In some articles there is mentioned just eight of these major factors, but for better understanding the ability of differentiation and success or evaluation of information which is related to the culture and human diversity is needed.

#### Change in Political and Legal Environment:

There are 195 countries in the world but each one has its own rules and regulations. Sometimes these rules and regulations are changing due to some political issues and there may be some changes in the political parties. The firms or organizations should be always ready for the unexpected changes and adopt it without any breakdown in its operational mode. It is the responsibility and duty of HRM department and an industrial relations executive to completely survey the implication of these mentioned changes which brings the necessary adjustment in the organization, so that later the goal of HR can be achieved.

### Recruitment and Selection:

**Recruitment-** It is a complete cycle of identifying and attracting potential employees. It is followed by interviewing, selecting, hiring, and onboarding them. It is an end-to-end process of identification of candidates to fill the vacancy.

Based on organization size, the recruitment process require a team of workers. Larger organization tend to have a talent acquisition team in contrast to smaller organizations having only one recruiter. While some organization choose to have a hiring manager for recruitment, some outsource it to third party firms. Recruitment information is advertised via job boards, social media sites, career sites etc. The utilization of recruitment software's has also become popular leading to more efficient shortlisting of candidates.

**Selection-** Selection is the process of segregating individuals with high matching prospects from those with a low possible match against the job description. This HR process identifies more suitable candidates for the role by applying various techniques.

The term 'selection' arises with the agenda to fit the most suitable candidate in a job role. During selection, a lot of strategies come into play to help the recruiter find the best-suited candidate for a job. It is the most crucial and time-consuming step for a recruiter. Careful evaluation of candidates must be done by the HR managers for the post. It included verifying qualification, background, experience etc.

Regarding the recruitment and selection among the numerous criteria the education and university certificate take a great attention and even if the diploma of candidates is not directly related to the vacancy requirement, then all the HR (human resource) should be reviewed by both parties' government and privates sector. There is various bias against personnel and this bias should be reduced. The essential system of recruitment and selection based on the subjective evaluation of numbers of evaluators of HR is so important and vital for workforce to have the new system to decrease such a bias in the HRM department.

### Conclusion:

In concluding section, it can be said that HR (human resource) practices are becoming day - by - day a more and more challenging and the HR department shall be facing a lot of issues and problems. The challenges which the HR have to face are like attraction of employees, dealing with various culture, retention, managing workforce diversity, technology and information innovation and to overcome with these mentioned challenges training is vital and necessary for HR people to reduce this mobility of the workforce and professional personnel. HR have to reward them and motivate the personnel by monetary rewards, and non- monetary rewards. For these issues there is a proper need of performance evaluation and analysis system and the proper career development system plans should be used in the organization to reduce the professional mobility.

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