

Emerging Trends in Human Resource Management

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ABSTRACT

Human Resource is of paramount importance for the success of any organization. It is a source of strength and aid. In the present complex milieu, organizations are greatly influenced by changes taking place in internal as well as external environment, no business or organization can change or exist or grow without appropriate human resources. Therefore, human resource has become the focus of attention of every progressive organization. In the changing world, the philosophy and perspective of HRM needs to transform and redesign. This paper attempts to spotlight the latest trends in HRM for the present century like employee engagement, Growth of gen Y employees, Work life integration etc.

Key words: *Human Resource, Change, environment, progressive, recruiting*

Introduction

Human Resource Management (HRM) is a management function that helps manager's recruit, select, train & develops members for an organization. Obviously, HRM is concerned with the people's dimension in organization. Earlier, personnel departments were called "health and happiness" department. The people assigned to deal with personnel issues were of ten individuals who were past their prime. The personnel department was seen as lesser productive and unimportant to the organization. Coming to its composition of the HR department, it may be stated that it depends on the scale of operation and attitude of the top management towards its personnel. However, a globalized HR department is headed by Vice-President, under whom Sr. Manager- Personnel, Sr. Manager- Administration, Sr. Manager- HRD and Sr. Manager- Industrial Relations. The department will grow in size and importance when new demands are placed on it by the top management. The role of the Human Resources Department has changed dramatically over the past 30 years and will become increasingly more strategic in nature in the future. The role of HR manager is shifting from that of a protector and screener to the role of a planner and change agent. Personnel directors are the new corporate heroes. The name of the game today in business is personnel. Nowadays it is not possible to show a good financial or operating report unless your personnel relations are in order. As identified by scholars in the field that several other trends in the industry, as follows: (1) Need for integrated workforce management systems (2) Associations not programs (3) Shift from Work-Life Balance to Work-Life Integration (4) Big data analysis (5) Data driven recruiting (6) SixSigma

Objective of study

To collect information of Human resource management
To study the concept of trends in human resource management
To understand the concept of six sigma

Research methodology

The study is based on Secondary data collected from various referred books, National & international Journals, government reports, publications from various websites which focused on various aspects of trends in human resource management.

Trends in human resource management

The rise of technology and social media has completely redefined the role of Human Resources around the world Employee engagement & culture- a priority: Increasingly, organizations are focusing on improving their employee engagement to drive better performance. According to Gallup research, employee engagement is strongly connected to business outcomes essential to an organization's financial success, such as productivity, profitability and customer engagement. Engaged employees drive the innovation, growth and revenue that growing mid-sized companies need to thrive. Case in point: A study found that larger mid-sized businesses with 151 to 999 employees cited three talent-related reasons among all reasons for a decline in growth: disengaged employees, the inability to attract qualified talent and the inability to retain key talent. Organizations have to focus on engaging the employees through strategies like employee retention, Collaborative and innovative work culture.

1. Need for integrated workforce management systems:

Large Organizations should integrate various personnel in Tax, Finance, IT, Legal and HR who never had to share data may now need to partner to help avoid costly penalties. Gathering the required data from multiple systems can present a challenge so it will become even more important for businesses to consider an integrated human capital management solution.

2. Associations not programs:

HR should emphasize more on developing relationships rather than programs and a deep understanding of the business. The key skill set for future HR people will be how to effectively understand and manage the impact of mergers, demergers and globalization. These changes have profound impact in the workplace.

3. Shift from Work-Life Balance to Work-Life Integration:

Just a few decades ago, the dream for most employees was to achieve the elusive work-life balance. However, the growth of technology has made it so that most employees are almost always accessible which has led to a shift away from separating work life and personal life. In its place is the blurring of the two areas with flexibility to work during non-work hours and take short personal breaks during the traditional workday. Instead of work being a place you go, work is now a thing you do. It has become an integrated part of most employees' lives and personalities. This means that work-life balance is dead and is being replaced by work-life integration. Work = life and life = work.

4. Big data analysis:

The biggest HR Trend will be projecting data analysis. Organisations have articulated about big data that it examining large data sets to uncover hidden patterns, unknown correlations, market trends, customer preferences and other useful business information. The analytical findings can lead to more effective marketing, new revenue opportunities, better customer service, improved operational efficiency, competitive advantages over rival organizations and other business benefits for some time and now it's time to start to act on that data and put it to use.

5. Data driven recruiting:

Data-driven recruiting will definitely be a trend that will gain more traction in 2016. Access to data is getting easier and cheaper with new technology and professional network platforms. Talent acquisition leaders can arm themselves with data and become very strategic in their decisions. For instance, build talent pools using data helps recruiters enhance their understanding of the market and be more efficient.

6. SixSigma:

It is a project driven management approach improve the organization product, services, and processes by continually reducing defects in the organization. Six Sigma is defined as having less than 3.4 defects per million opportunities or a success rate of 99.9997%. Six Sigma is a systematic data driven approach using the define, measure, analysis, improve and control (DMAIC) Antony & Manuela's (2002) & Manuela's Coronado & Antony (2002) presented the key ingredients for the effective, introduction & implementation of Six Sigma. Cultural Change Training Management commitment & involvement Organizational Infrastructure Linking Six Sigma to human resource Linking six sigma's to business strategy As in HR Dept. Six Sigma can assist in identifying areas that have an impact on the external customer. They may concentrate on such aspects as leadership selection & training, enabling employees to focus on decreasing the non-value-added time. It must identify high potential employees, here them as Black Belt & move them back into the organization as part of their rotation, and leadership training.

Conclusion

In a cutthroat market, where the competition is intense and customers demand continuous improvement, organizations have to vigorously compete to get top talent. Products and processes could be copied rapidly and technology is everywhere, in such a scenario, competitive advantage is determined by people with "Right skills". Talent can be attracted, motivated, developed and retained by implementing innovative HR Practices.

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