

A RESEARCH ON HUMAN RESOURCE MANAGEMENT DIFFICULTIES

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Abstract

The phrase "human resource management" (HRM) refers to formally designed processes for managing people within a company. Staffing, employee salary, and employee benefits are the three main aspects of a human resource manager's duties. benefits, as well as identifying and designing work. Fundamentally, HRM's goal is to Enhance an organization's production through enhancing the efficiency of its employees. Despite the recent developments, this requirement is unlikely to shift significantly .the commercial world is changing at an ever faster rate. According to Edward L. Gubman The Journal of Corporate Strategy states that "the fundamental objective of human resource will always be to: being to find, cultivate, and keep talent; coordinating the labor with the company; and being a valuable contributor to the company. These three difficulties won't ever alter. Small businesses, which frequently lack a dedicated HR department, may find it difficult to manage their human resources. They might only have one HR employee, or the CEO might still be in charge of this. Whatever the case may be, small business owners must be aware of the difficulties in order 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, make recommendations for solutions, and identify newly emerging issues.

Keywords: *Employees, Businesses, Challenges in Human Resource Management.*

Introduction

The globe is becoming borderless as a result of improved communication tools, ground breaking technology, and the removal of social and economic boundaries, and nations are quickly integrating into a genuinely global economy. In this situation, the HR manager's function has grown significantly in importance since he is responsible for fostering an environment in the workplace that enables employees of all backgrounds, cultures, and nationalities to collaborate effectively and thrive. In those other terms, we may claim that a significant transition in HRM is taking place and that it will alter a career trajectory in a variety of unpredictable ways. Employees are emphasising business acumen more than ever before, and many administrative tasks are being automated or outsourced. As a result, many HR professionals will be required to showcase new talents and fight for new, occasionally uncharted responsibilities.

Description of the issue

Today's HR managers face a challenge as they try to compete with competitors on a worldwide scale and survive in a diverse market. In this competitive day, maximising the use of available personnel is a very difficult task for any HR manager because human resources are necessary and very important for every business, regardless of size and type of organisation. Since there are new issues in HRM, we have chose this subject and tried to examine them in search of solutions.

Research methodology

Secondary data were employed in this investigation. The information was gathered using websites, the internet, etc.

Objectives

1. To research HRM's difficulties.
2. To offer recommendations for overcoming obstacles
3. To draw attention to HRM's upcoming difficulties.

Emerging HR challenges

Internationalization of 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 world are coming together as part of the process of globalisation, which is facilitated by the extensive network of communication technology. The modern business environment has been impacted by this facet of globalisation. Today's HR managers don't have to rely 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 world.

Managing a diverse and multicultural workforce

A workforce that is multicultural is one that consists of both men and women who come from a number of various racial and cultural origins. Any nation's labour force is a mirror of its populace. Despite some misconceptions that may be brought forth by discrimination or cultural prejudice in hiring, dealing with people of various "age," "gender," "race," and "educational" backgrounds, location, income, parental status, religious convictions, marital status, and background. The issue of managing "ancestry" and "work experience" might be difficult for HR managers. Cultural Differences may frequently result in communication issues and an increase in the friction that can arise from interactions between individuals with various expectations and routines.

Employee Choice

Any firm must select its employees carefully, but small businesses that may find it difficult to compete with existing employers should pay special attention. To help them create and deliver high-quality goods and services, small businesses require staff who are qualified and competent. In addition to these challenges, there are a few other elements that affect hiring decisions. A HR manager must therefore take into account each of these factors when choosing the employee who would be most beneficial to his firm. Some of the elements that influence the employee

Observing laws and regulations

It can be challenging for business 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 collapse of a corporation. It will be difficult for the HR manager to choose an employee while taking into account all employment rules and regulations because he will be in charge of hiring employees and has a responsibility to take care of employment laws and regulations. He needs to keep up with the evolving laws and norms governing the workplace.

Educating and developing

"Training costs money. It is much more expensive when there is no training. –Nehru

Knowing where you stand right now and, occasionally, where you will be with your abilities in the future is key to effective training. Acquiring new knowledge, new methodologies, and refresh their current knowledge and abilities through training, and as a result, there are many improvements in the efficiency at work and makes changes. The goal of providing the training is to make an impression that endures after the programme is over and to keep staff members informed of emerging trends. Training can be provided to help both individuals and groups increase their skills.

Future HR Challenges that are Emerging

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 becoming a crucial differentiator in company. The 21st century has given the HR positions a new dimension, especially in light of globalisation. Labor management is a challenging job that calls for specific knowledge.

The issues that are mentioned as being faced the Human Resource manager are as follows:

1. Selection and hiring
2. The advancement of one's career
3. Supporting diverse workforce and organisational culture
4. Conflict resolution and management
5. Business morals and principles
- Working with a Multi-Generational Workforce, 6.

7. Retention and motivational tactics
8. Creating a work-life balance
9. Creating a work-life balance
10. Handling the Five

Conclusion

According to the aforementioned justifications, globalisation has numerous effects on businesses, some of which may involve cultural diversity. In the modern day, the HRM must increase the knowledge, frame of mind, and abilities required to achieve an advantage in the global market scale. As it is, an HR manager must constantly be on the lookout for creativity and innovation. regarded as the secret of achievement. For HR to successfully address the concerns of Organizations now have a whole different perspective thanks to globalisation. The business has becoming more adept at using technology; as a result, 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 benefit packages, and the growing level of competition in the business world.

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