



IMPACT OF HUMAN RESOURCE MANAGEMENT ON BUSINESS ENVIRONMENT

**Dr. Nazia Naqvi And **Dr. Ali Mehdi*

**Assistant Prof., M.Com (Pure), Shia P.G.College, Lucknow.*

***Assistant Prof., M.Com (Applied Economics), Shia P.G.College, Lucknow.*

Abstract :

Human Resource Management is the most significant aspect of any enterprise because it involves effective management of the employees in the organisation. Employees are the biggest assets of any organisation, which makes Human Resource Management a domain that needs to be highly effective in order to make the employees as well as the organisation strive towards success's In the contemporary context, the Indian management mindscape continues to be influenced by the residual traces of ancient wisdom as it faces the complexities of global realities. One stream of holistic wisdom, identified as the Vedantic philosophy, pervades managerial behavior at all levels of work organizations. This philosophical tradition has its roots in sacred texts from 2000 B.C. and it holds that human nature has a capacity for self transformation and attaining spiritual high ground while facing realities of day to day challenges. Human Resource Management has evolved considerably over the past century, and experienced a major transformation in form and function primarily within the past two decades. Driven by a number of significant internal and external environmental forces, HRM has progressed from a largely maintenance function, to what many scholars and practitioners today regard as the source of sustained competitive advantage for organizations operating in a global economy. Some of the factors that contribute to the evolution of human resources management are technology, globalization, diversity, migration and an aging workforce. In this article, we would be discussing the various Issues that HR is facing in today's corporate scenario. A few challenges they have been able to overcome successfully but a lot of issues still need to be dealt with. We would be discussing issues HR is facing in the present and some strategies which, if adopted, can help the HRM to sustain better in the challenging and dynamic scenario. HR is a product of the human relations movement of the early 20th century, when researchers began documenting ways of creating business value through the strategic management of the workforce. The function was initially dominated by transactional work, such as payroll and benefits administration, but due to globalization, company consolidation, technological advancement, and further research, HR now focuses on strategic initiatives like mergers and acquisitions, talent management, succession planning, industrial and labor relations, and diversity and inclusion.

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Introduction :

Human resource management is the theory techniques methods, and tools for studying the adjustment of people and their relations in the organization, connection between work and its relations, matching the people and work in order to fully develop human resource management, tap people's potentials, motivating people, promoting the work efficiencies and meeting the organizational objectives. The daily reality and the challenges for HR manager functions are in india are truly different from challenges faced in the West. Even though the attrition rate is high in India, HR managers are very people-oriented, while their western colleagues are far more process and task oriented .HR professional must be proactive with all strategies and action plans in order to meet the changing needs of the organization. They must be thorough with the basic functions of HR including planning, organizing, leading and controlling human resources . he Eleventh Five Year Plan 2007-08 2011-12) had Amid at achieving faster and more inclusive growth. Rapid GDP growth, targeted at 9.0 per cent per annum.

The Major Challenges Faced by the HR in Recruitment :

Adaptability to Globalization: The HR professional's are expected and required to keep in tune with the changing times, the changes taking place across the globe HR Should maintain the timeliness of the process. Process analysis The immediacy and speed of cruitment process are the main concerns of the HR in recruitment.. The process should be flexible, adaptive and responsive to the immediate requirements.

The recruitment process should also be cost effective Strategic Prioritization – The emerging new systems are both an opportunity as well as a challenge for the HR professional. Therefore, reviewing staffing needs and prioritizing the tasks to meet the changes in the market has be come a challenge for the recruitment professionals

key factors affecting the success of human resource management

1. **Implementation of Technology** Implementation of HR Technology is one of the biggest factors affecting human resource management in an organisation. This is because today you have advanced HR software platforms that are designed to automate every aspect of HR functions. This results in a boost in HR productivity and efficiency, along with more effective employee management.
2. **The Work Environment** It was until last year that the conventional office environment was the only thing people would imagine. However, Covid-19 pandemic changed it all for good and today we are slowly getting used to the current situation where most of us are working from home. This new situation has brought forth its own share of challenges for the employees as well as for the HR in terms of human resource management.
3. **Availability of Good Talent** Are expert professionals readily available for hiring? Sometimes, that's not the case and a situation like this can be stressful for the human resource management department, because it becomes increasingly difficult to find the right resources for open positions in the organisation. This can result in positions remaining open for extended period of time or the organisation having to compromise with resources that are not the best fit for the positions.



Aims :

The aims of this topic is to see what are the HRM practices followed by the Indian organizations and also to identify the methodology used by the Indian market. The main objective of the study was to assess the human resource management practices being implemented in companies operating in India. To achieve the main objective, the following sub objectives were set:

1. To assess practices regarding human resource planning and recruitment.
2. To identify selection and socialization practices.
3. To assess the practices regarding training.
4. To assess practices of performance appraisal.
5. To assess the compensation and benefit- related practices.
6. To identify the workforce diversity and contemporary HR practices being implemented.
7. To assess the perception of male and female employees regarding HR practices.

People are the greatest asset of any company, but it is recently that it has been actually realized, and Human resource Management departments have been setup. There are number of reasons in the Indian companies which require HR manager's attention. There are number of challenges like 'finding the right candidate' and 'how to conduct the working environment', these both are really important as to benefit the organization. Apart from these there are also some other problems faced by the companies are managing people, motivating employees to adopt new technologies, training, recruitment etc.

Bearing these challenges in mind, it is high time for the companies to start finding solutions. In a knowledge based industry handling the HR managers is a great challenge, because that would take-in multi tasking responsibility. In the present era HR manger perform various responsibilities. Earlier it was only maintaining rolls and managing manpower, but now it has become more strategic due to the increasing demand of the industry. In this paper certain issues with the HRM practices in India will be discussed. They have been named below, as followed:

1. Motivating the workforce
2. Due to the growth of the global market, a technological edge supported by a talent pool has become a vital factor for survival in the market. Due to the reason organization gives main priority to technology advancement programs. HR managers are now performing the role of motivators for their knowledge workers to adopt new changes (Chiamsiri, S., Bulusu, S. D. & Agarwal, M. (2005).
3. Managing people Due to the increasing competition there is a need in the organization for knowledge workers, hence the companies always look for individual
4. Recruitment and training Recruitment has become a major function from an imperative sub system in HR. HR managers play a vital role in creating assets for the organization in the form of quality manpower. Another challenge for HR managers is to put systems in place to make the people a perfect fit for the job. Talent redundancy has also become major issue due to which HR departments provide related training programs.



These trainings are quite useful also in terms of providing security to the employees (Chiamsiri, S., Bulusu, S. D. & Agarwal, M. (2005).

5. Trust factor Low levels of trust inhibit tacit knowledge sharing in the knowledge based industry. It is essential that companies takes more initiatives to improve the security levels of the employees (Chiamsiri, S., Bulusu, S. D. & Agarwal, M. (2005).
6. Work life Balance Factor This aspect creates with it the challenge of a smoother assimilation and the cultural binding of the new comers into the organization fold. The pressure of delivering the best of quality services in a reduced time frame calls for ensuring that employees maintain a work life balance
7. Attrition/Retention of the Talent Pool One of the toughest challenges for the HR managers in any industry is to deal with the prevalent high attrition levels. Though there is an adequate supply of qualified staff at entry level, there are huge gaps in the middle and senior level management in the industry. Further, the salary growth plan for each employee is not well defined. This situation has resulted in increased levels of poaching and attrition between organizations. The industry average attrition rate is 30 35 per cent and could range up to 60 per cent (Chiamsiri, S., Bulusu, S. D. & Agarwal, M. (2005)).
8. Bridging the Demand Supply Gap HR managers have to bridge the gap between the demand and supply of professionals. They have to maintain consistency in performance and have to keep the motivation levels of employees high, despite the monotonous nature of work. The same also leads to recurring training costs. Inconsistent performance directly affects revenues. Dwindling motivation levels lead to a loss of interest in the job and a higher number of errors.

The World Competitiveness Report rated India's human resource capabilities as being comparatively weaker than most Asian nations (Business Week, 2007). Indian human resource capabilities have become world recognized now, and it has become an important point to achieve global success. Three very different perspectives in HRM are evident. Firstly, Indian firms with a global outlook; secondly, global firms seeking to adapt to the Indian context; and thirdly, the HRM practice in public sectors undertakings (PSV'S) With the increase of the Indian economy all these three Perspectives more increasingly strengthen. Regional variations in terms of industry size, provincial business culture, and political issues play very relevant roles (Chatterjee, S.R (2006)). The nature of the power structure, responsibilities, authorities, status and similar concepts are widely all over the nation interacting with the maintenance systems. As it is organizational performance and personnel success are critical in the new era (Chatterjee S.R (2006).

Conclusions:

India has witnessed a revolution in the field of Human Resource; it has gone from being just a support function to being a strategic partner in the growth of businesses. It has transformed itself being merely Personnel Management maintain records and ensure statutory compliances, while doing the bare minimum to keep employee satisfaction on an even keel to being an integrated part of the corporate machinery. The HR function of 21st century India has made a transition from being 'behind-the-scenes' support appendage to becoming the critical differentiator in business.



Rapid globalization has made companies realize people are the key to growth, the only strategic resource that any enterprise truly needs. This has led to companies routinely using their innovative HR practices as their USP (Unique Selling Proposition) to keep up with the times in the wake of a rapidly changing labor landscape. Companies now recognize that a ‘Highly engaged employee’ the key to success, across business sectors.

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