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A REVIEW ON INNOVATIVE HUMAN RESOURCE PRACTICES WITH
SPECIAL REFERENCE TO INDIA

Ramdas Bhaurao Jadhav

Department of Management, PhD Research scholar, JJTU, Rajasthan, India

Abstract :

Human resource practises are most successful when they are aligned with an organization's strategic objectives. The significance of human resources in a business's success is expanding quickly in tandem with the expansion of various industries in the current globalised period. With the rise of India's information-based businesses, human knowledge is unquestionably the most significant strength today. To ensure that a business selects the best person for the position and manages human resources effectively, procedures such as competence mapping are gaining traction. Competency planning is the process of defining critical capabilities for a specific job inside an organisation and then using those qualities for job appraisal, recruiting, training and development, performance management, and succession planning. When combined with the balanced scorecard, this may be a very beneficial tool for managing an organization's performance. In terms of human resources, the time has maybe come to regard it as a line function, with each manager having HR obligations as part of his line responsibilities, rather than as a distinct, support-only job. The change in emphasis away from conventional human resource techniques toward strategic human resource practises was unavoidable. A company's competitive advantage does not simply come from distinguishing a product or service or from being the lowest-cost leader; it also comes from being able to use the company's unique talents or core competencies and react quickly to consumer wants and rival actions. Human resource procedures may be critical in discovering and analysing external opportunities and dangers that might be critical to the success of the business. It has a unique position in terms of providing competitive information that may be beneficial throughout the strategic planning process. Thus, human resource methods aimed at attracting the greatest people, providing a pleasant work environment, and enabling the organisation to retain talent are designed, executed, and proven effective by India's top corporations.

Keywords: *Human Resource Development, Human Resource Practices in India.*

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Introduction :

Human asset strategies have advanced in light of modern change and quick financial development. Directors in organizations would have the trouble of reorienting their way of life, thinking, and standards. Human asset improvement, both as a capacity and as an essential mover, would have to focus on this advancing and evolving job. There are generally couple of instances of qualities or authoritative culture being straightforwardly identified with an association's human asset improvement methodology. The reason for this examination is to analyze the effect of human asset advancement procedures on the association improvement of the business and public areas in India. Organizations felt that human asset improvement methodologies, both in the private and administrative areas in India, were a critical indicator of hierarchical development. There is plentiful proof of a considerable relationship between human asset advancement procedures and hierarchical turn of events.

Significance of Human Resource Development :

Thus, human resource development (HRD) is becoming more vital to current business success. HR's dedication enables current initiatives to develop, function effectively, and achieve their goals. Human resource development (HRD) is the systematic development of an organization's employees to acquire and utilise current skills, as well as internal potentials, and to contribute to the creation of a relational environment that enables the organisation to achieve its goals. Overall, human asset enhancement refers to the process of improving monetary efficiency and hence a country's wealth, which is inextricably linked to financial performance. In any event, modern definitions and debates, particularly in agricultural countries, emphasise the human aspects of human asset enhancement. So, in terms of progress, HR advancement and human advancement are synonymous. In view of the changing association's fringe environment, HRD assists in reacting to these changes by improving present HR in terms of knowledge and information. Economic, social, and environmental growth are intertwined. As well as attaining internationally agreed upon sustainable development targets, such as the Millennium Development Goals, and expanding opportunities for everybody, especially the most vulnerable groups and public figures.

Human asset advancement has been portrayed as enabling people by developing the abilities vital for them to add to the improvement of their own and their families', networks', organizations', and social orders' personal satisfaction. Over the long haul, the thought of human asset advancement has developed from a solitary accentuation on individual potential to one that incorporates institutional limit improvement at the public level by means of financial approaches, advancement plans, and procedures. In this manner, human asset advancement is viewed as working with the improvement of public human abilities to advance maintainable, comprehensive, and evenhanded turn of events while additionally upgrading individual prosperity. Accordingly, human asset advancement plans are turning into an undeniably significant part of public improvement arranging and are basic for edifying strategy.

Scope for HR Practices in India :

In India, there are more noteworthy freedoms to foster human asset procedures pointed toward expanding worker usefulness. Rather than other industrialized countries like Japan and Canada, which face the heaviness of a maturing populace, India has unmistakable characters and an open door known as the segment profit in the 20–25 age section. This segment profit demonstrates that India, in contrast with other huge creating and created countries, has a bigger level of working age individuals comparative with its absolute populace. As a result of the low reliance proportion, the economy might profit from a relative expense advantage and expanded

seriousness. The accompanying graphs represent the segment profit that India is equipped for accomplishing. Thus, there are more noteworthy freedoms to bring new cycles into Indian organizations and position them as worldwide contenders. Furthermore, it is expected that the maturing monetary peculiarity would bring about an overall gifted work deficit of around 56.7 million specialists by 2020. With the overall pattern toward rethinking work, India can possibly form into a worldwide wellspring of prepared individuals, representing 28% of the alumni ability pool among 28 of the world's least expense countries. Among all countries, India enjoys a one of a kind benefit in that it can not just address its own issue for Human Resources (gifted labor force), yet additionally address worldwide work deficiencies. The public authority is going to forceful lengths to close the current ability hole to keep up with its situation as a worldwide supplier of prepared Human Resources (talented faculty).

Discussion on Human Resource Practices in India :

Over the past twenty years, the globe has seen an ocean shift in the manner Human Resource Management is characterized in associations, however the progress has been more articulated in India somewhat recently or thereabouts, after advancement. Dealing with the assumptions and inspirations of a prepared labor force has made issues as far as the requirement for solid human asset rehearses and hierarchical cycles in the present day. Recently considered to be a help work for organizations, human asset rehearses should now assume a more essential part to coordinate with the association's business system. Hence, the HR chief is needed to team up with administrators of other line capacities in pushing the association's technique. The adjustment of accentuation away from customary human asset procedures toward vital human asset rehearses was unavoidable. The upper hand of an association isn't simply in distinctive an item or administration or in being the minimal expense pioneer, yet additionally in having the option to rapidly adjust to shopper needs and contender developments by utilizing the association's particular capacities or center skills. HR the executives might help with distinguishing and breaking down outer freedoms and risks that might be basic to the achievement of the business. It has a special situation as far as giving cutthroat data that might be helpful all through the essential arranging process. Indian associations have perceived the worth of corporate preparing in their cutting edge way to deal with preparing and advancement. Preparing is progressively considered a maintenance procedure rather than a cost. The Indian business' preparation structure has been modified to foster a more savvy labor force and get the best results. Progression has brought about expanded contest from worldwide firms, globalization and disguise of homegrown organizations, an attention on complete quality administration, trade motivations, segment changes in the worker profile, labor force maintenance and redeployment, and a recharged accentuation on execution evaluation and profession the board. Along these lines, because of advancement, tension on Indian associations to change from native, costly, problematic degrees of innovation to execution based, serious, and more prominent innovation arrangement is rising.

Indian associations should make representatives equipped for meeting the changing monetary climate's troubles. To address this confusing situation, Indian scholastics and specialists the same have contended for the reception of the human asset advancement thought. The reception of professionalized human asset advancement approaches in India is another improvement that has built up momentum during the last decade. Associations are progressively looking to their human asset advancement offices for novel ways and answers for help efficiency and occupation fulfillment while additionally adjusting to a climate laden with vulnerability and furious worldwide rivalry. This

requires the advancement of an expansive labor force with serious ranges of abilities by Indian associations. This presents a test given the distinctive financial foundations of the Indian labor force, just as the ill-disposed demeanor of worker's organizations and pilgrim period work guidelines.

Experts in India have advocated new human resource approaches to improve hierarchy and retain exceptional personnel (Arnett and Obert 1995, Pfeffer and Veiga 1999). While some human resource practises directly effect representatives, most rely on line director activity or support, and the nature of the relationship between representatives and their direct line administrators likely impacts views of human resource practises, but also work environment. In addition, the amount and kind of optional behaviour will be determined by the planned human resource approach. Administrators are equipped with the tools, methods, and cycles required by powerful persons the executives where a broad range of human resource strategy is understood. These may so impact or modify communication between directors and their direct reports. Personnel obligations are influenced by their perceptions of these methods and their relationships with managers.

Genuine practises are completed by professors. Representatives notice and respond to these methods and how they are used in human resource management. The workers will rate each IHR practise and its implementation based on their convenience or delight, as well as their consistency with rationality or authenticity. Workers regard IHRP as a component of the general authoritative atmosphere (Bowen and Ostroff, 2004) with causal capacities distinct from individual practise. With a rising demand for human resource intercessions and a growing need for effective human resource management, most Indian businesses are focusing on precision and focus when organising their human resource offices inside their work frameworks. Some Indian associations recognise the significance of HR as a management empowering influence and are setting up human resource divisions with key empowering agents identified in enlistment, training and development, execution evaluation, executive compensation, maintenance methodologies, and steady loss procedures (Budhwar et al, 2006). Budhwar and Boyne (2004) studied 137 large manufacturing companies in India, both public and private, and reached important conclusions on HR as a vital tool for Indian businesses. Overall, both commercial and public sector organisations in India should prioritise a well-organized HR department with dedicated leaders and professionals. The specialty of pay organisation has emerged as rather difficult for most Indian organisations, where pay is dictated by recognised factors, for example, position and work insight, individual worker responsibility and execution, individual representative abilities and skills, or a mix of each; (Budhwar and Boyne, 2004).

Best HR practices in Public Sector in India :

The way human resource executives are classified in associations has changed a lot over the last two decades, but it has been more noticeable in India lately or recently. Dealing with the assumptions and inspirations of a prepared work force has created challenges for sound human resource practises and hierarchical cycles today. Human resource practises are now anticipated to play a bigger role in the association's business operation. Thus, the HR head is expected to work with other line directors to drive the company's approach. The emphasis inevitably shifted away from conventional human resource methodologies and toward important human resource practises. For a business to succeed, it must be able to quickly adapt to changing customer and competitor demands by exploiting its unique skills or core competencies. Executives may assist identify and assess external opportunities and dangers that may be critical to the business's success. Extraordinary data-gathering abilities may be valuable during the crucial planning phase. Indian organisations have understood the fundamental concept of corporate preparing. Preparing is becoming more of a maintenance task than an

expense. The Indian business preparation framework has been altered to increase execution and skill. Globalization and concealment of indigenous companies, a focus on full quality management, trade motivators, segment changes in worker profile, labour force upkeep and redeployment, and an emphasis on performance assessment and career the board. The pressure on Indian associations to convert from expensive, problematic indigenous technology into a performance driven, competitive, and higher innovation arrangement is mounting.

Indian businesses should prepare a workforce capable of dealing with the new economic situation. To address this problem, both academics and professionals in India have proposed a human resource enhancement strategy. Professionalized human resource development practises are also unique to India, but have gained ground in the previous decade. Organizations are increasingly turning to their human resource development departments for new approaches to increase efficiency and job satisfaction while adapting to a volatile global economy. Indian organisations must develop a diverse work force with a wide variety of competencies. This is a challenge given the Indian labour force's unique financial underpinnings, the hostile attitude of unions, and repressive provincial work restrictions.

The term "genuine practises" refers to labor-intensive Indian Human Resource Practices (IHRP). Representatives notice and respond to these tactics and how they are used in human resource management. Workers will evaluate IHR practises based on their value or fulfilment, as well as their conformity with decency or authenticity norms. Workers regard IHRP as a fundamental aspect of the overall authoritative environment (Bowen and Ostroff, 2004) with causal powers independent of any training. With an increased interest in human resource mediations and a growing need to align human resource practises with business strategy, most Indian businesses are focusing on integrating human resource offices into their work frameworks. HR offices with a VP, associate administrator, senior and junior officials, and leaders have been created in Indian organisations, with major vital empowering influences recognised in enlistment procedures and pay the board procedures, for example (Budhwar et al, 2006). Budhwar and Boyne (2004) studied 137 large manufacturing companies in India, both public and private, and reached important conclusions on the importance of human resource management in Indian firms. Per the report, both private and public sector organisations should prioritise a well-organized HR division with competent professionals and specific management. The specialty of compensation administration has emerged as a developing test in most Indian organisations, where pay is controlled by distinct factors, for example, status and work insight, individual worker responsibility and execution, individual representative abilities and capabilities, or a mix of all three (Budhwar and Boyne, 2004).

Conclusion :

In the present serious world, organizations are faced with a large number of expertise deficiencies, ability deficiencies, and steady loss levels that have arrived at an unsurpassed high. This has caused organizations to understand that inward clients are similarly pretty much as indispensable as outer customers. Hence, each organization endeavors to foster inventive human asset rehearses that draw in the best ability, give a wonderful workplace, and empower the organization to hold ability. The previously mentioned rehearses have been conceptualized, executed, and demonstrated effective by India's driving organizations. It is found that intermingling of practices across various associations in different HR areas is important assuming any organization need to utilize such practices that will work on the organization's ability to turn out to be more cutthroat in the worldwide market and increment their business tasks ceaselessly.

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