

# Recent Trends in HRM

According to Adi Godrej,

“all corporate strengths are depend on people”

## Human Resource Management

HRM means Process of procuring, allocating and effectively utilizing the human resource in an organisation

## Importance

‘The real sources of competitive leverage are the culture and capabilities of your organisation that derive from how to manage your people’

## How/ Why it is so important/essential

Because it helps to

- ✓ Hire right person for the job
- ✓ Low attribution rate
- ✓ Ensure people do their best
- ✓ Safety laws to avoid legal action for any discrimination
- ✓ Equity towards employee in relation to salary, etc
- ✓ Effective training
- ✓ Avoid unfair labour practices

# Objectives of HRM function

- Helping the organization reach its goals
- Employing the skills and abilities of the workforce efficiently
- Providing the organization with well trained and motivated employees
- Increasing to the fullest, the employees job satisfaction and self actualization.

# Human Resource Management Vs Personnel Management

BASIS FOR COMPARISON	PERSONNEL MANAGEMENT	HUMAN RESOURCE MANAGEMENT
Meaning	The aspect of management that is concerned with the work force and their relationship with the entity is known as Personnel Management.	The branch of management that focuses on the most effective use of the manpower of an entity, to achieve the organizational goals is known as Human Resource Management.
Approach	Traditional	Modern

# Human Resource Management Vs Human Resource Development

BASIS FOR COMPARISON	HRM	HRD
Meaning	Human Resource Management refers to the application of principles of management to manage the people working in the organization.	Human Resource Development means a continuous development function that intends to improve the performance of people working in the organization.
What is it?	Management function.	Subset of Human Resource Management.
Function	Reactive	Proactive
Objective	To improve the performance of the employees.	To develop the skills, knowledge and competency of employees.

# Recent Issues In HRM

- 1. Globalization and its implications**
- 2. Work-force Diversity**
- 3. Changing skill requirements**
- 4. Corporate downsizing**
- 5. Continuous improvement programs**
- 6. Re-engineering work processes for improved productivity**
- 7. Contingent workforce**
- 8. Mass Customization**
- 9. Decentralized work sites**
- 10. Technology**

# GREEN HRM

**Green HR** is the use of **HRM** policies to promote the sustainable use of resources within business organizations and, more generally, promotes the cause of environmental sustainability.

**Green HR** involves two essential elements:

1. Environmentally-friendly **HR** practices
2. The preservation of knowledge capital.

# Cloud-based HR management (HRM) system

A cloud-based HR management (HRM) system is fully supported by an external provider, accessed **online** by employees and managers, and standardized right across the company — all divisions, all subsidiaries, all countries.

A cloud-based HR Management solution requires no maintenance, infrastructure, or storage space. In the last two decades, HR systems have re-invented themselves to come a long way from the mundane activities of industrial relations and labour to a highly engaging and communicative HR management system.

# Why?

1. Eliminate Paper Clutter
2. Enhanced User Accessibility
3. Increased Employee Productivity
4. More Efficient Integration With Less Effort
5. Cloud HR Cost Advantages
  - ❖ No expensive upgrades and maintenance
  - ❖ No installation costs
  - ❖ No hidden fees

# Challenges of HRM

- Individuals differ from one another
- Customization of stimulation and motivation
- Demanding personnel – change employee expectation
- World become global village (to survive we have to compete with them and improve our standard)
- Diverse workforce (teenagers, nuclear family, working mother, etc)
- Organization will experience higher level of risk and uncertainty

- The disruptive nature of globalization will increase the need for organization to be more flexible
- There will be increased political and social pressures for ecological and societal responsibility
- Use of technology – for global standard
- Work will become more complex and interdependent
- Declining the loyalty between employees and organisation