



## Human Resource Management Scope and Challenges: A Review

Tarun Jain

Assistant Professor

Vaish College of Engineering, Rohtak

### Abstract

The phrase "human resources" may seem strange to use at first. Personnel, contractors, and volunteers are all considered "Human Resources" resources. These kinds of people make up a company's employees. They may be part of the normal staff, or they could be independent contractors. As the gig economy develops, more and more people are working on short-term contracts for companies without the security of a traditional employment agreement.

**Key words:** Human, resource, management, processing, company etc

### Introduction

Human resource management (HRM) aims to improve an organization's performance so that it may achieve its strategic goals and objectives (Human Resource Management). Human resource management, in particular, is concerned with the policies and processes of an organisation as they pertain to the management of its people. Management of people in an organisation includes activities including finding qualified candidates, making an informed hiring decision, and providing ongoing training and development opportunities. Managing human resources entails assessing staff members in a variety of ways, including conducting performance reviews, providing competitive pay and benefits, motivating employees to do their best work, fostering positive relationships with co-workers and trade unions, and ensuring the protection of employees by adhering to all applicable local, state, and federal regulations. Human resource management include both the development of positions and the management of the individuals who fill them (employee). In order to advance one's career in an organisation, it is necessary to get recognition there. The best way to find the right person for a job is to get that job's criteria and description out in the open (academic qualifications and physical qualifications). Appropriate selection procedures should be used to the invited applicants to guarantee their accuracy. If a candidate is ultimately selected, they will get training to prepare them for the duties listed in the posting. Eventually, management will need to evaluate employee output to see whether they're cutting the mustard according to company standards.

### Definitions

**“Edwin Flippo defines-** Human Resource Management as *“planning, organizing, directing, controlling of procurement, development, compensation, integration, maintenance and separation of human resources to the end that individual, organizational and social objectives are achieved”*.

**“The National Institute of Personal Management (NIPM) of India has defined human resources – personal management as *that part of management which is concerned with people at work and with their relationship within an enterprise. Its aim is to bring together and develop into an effective organization of the men and women who make up enterprise and having regard***



*for the well – being of the individuals and of working groups, to enable them to make their best contribution to its success”.*

**“According to Decenzo and Robbins, Human Resource Management is concerned with the people dimension in management. Since every organization is made up of people, acquiring their services, developing their skills, motivating them to higher levels of performance and ensuring that they continue to maintain their commitment to the organization is essential to achieve organisational objectives. This is true, regardless of the type of organization – government, business, education, health or social action”.**



### **Importance of Human resource**

Every product or service is the result of a human thought, effort, and many man hours (working hours). Human beings are essential to the production of any product or service. The human person is the most important raw material when it comes to creating anything new. Every company wants to have the greatest and most competent personnel in order to be the best and most competent. Human resources management (HRM) focuses on the first of the five Ms of management, which is men. Men, it is said, are the most difficult of the five Ms to handle. To put it another way, "every man is different from other," and men are distinct from the other Ms in that they can influence them. Other Ms, on the other hand, are either lifeless or abstract and lack the ability to think and make decisions for themselves.

### **The Scope of HRM**

Human resource management encompasses a broad range of responsibilities. Human resource management encompasses all of these activities. In this section, you'll find the following tasks:

- **Human Resources Planning**

To put it another way, it is the process through which a corporation determines how many jobs are empty and if the organisation is overstaffed or understaffed.

- **Job Analysis Design**

As the process of noting and carefully controlling each job's unique responsibilities and needs, an examination of a certain position's obligations may be classified as "job analysis." It's a way



to construct a task where the data obtained on that work is taken into consideration. It provides a thorough breakdown of every position available within the organisation.

- **Recruitment and Selection**

Job analysis data is used to create advertising and post them on different social media channels by the organisation Recruitment is the term for this. Several candidates apply once the ad is put out, and interviews are held to determine who are the most qualified. As a result, recruiting and selection is an important part of human resources management.

- **Orientation and Induction**

Induction or orientation programmes are put together for new hires once they have been chosen for employment. Employees learn about the company's history, culture, beliefs, and work ethics, as well as getting to know their co-workers.

- **Training and Development**

Employees are required to participate in a training programme that helps them perform better at work. Training may also be offered to present employees in order to assist them enhance their abilities. This is referred to as re-education.

- **Performance Appraisal**

Performance evaluations are conducted after workers have been working for about a year to assess how they are doing. These evaluations are used to determine future promotions, bonuses, and raises in compensation.

- **Compensation Planning and Remuneration**

Compensation planning and remuneration deals with a wide range of laws and regulations pertaining to compensation and associated issues. It is the responsibility of the HR department to design pay and remuneration.

### **Features of HRM**

Management of human resources involves the following characteristics:

- Both in the natural world and in a wide range of sectors, it is omnipresent.
- It emphasises results rather than rules.
- As a result, workers' full potential may be realised.
- Employees are more likely to offer their all when they are encouraged to do so.
- It's all about people at work, both as individuals and as part of a team.
- It aims to allocate employees to their assigned jobs in order to get high outcomes or productivity.
- It helps a firm accomplish its long-term objectives by making it easier for capable and motivated personnel to do their jobs.
- Building and maintaining a good working connection with employees at all levels is the goal of this strategy.

### **Future HR Challenges**

HR planning is one of the most important tasks for HR managers. HR's role has shifted from "behind the scenes" to a key differentiator in company in the twenty-first century. In the 21st century, HR jobs have taken on a new meaning, particularly as a result of globalisation.



Managing human resources may be a tedious task that demands specialised knowledge. The following are a few of the difficulties that HR Managers have to deal with.

- Selection and recruitment
- Growth and progress in one's professional life
- Creating a positive work environment and fostering a diverse workforce.
- Management and settlement of conflict
- Values and ethics in business
- Multi-Generational Workforce Management
- Motivating and retaining techniques
- Work schedules that may be adjusted to fit the needs of the
- Balance between job and home life
- Managing the 5 R's
- Employee-employer relations

### **Conclusion**

Human resource management has developed from the Personnel management system, which was once used to oversee personnel and their working conditions and conditions of service. To understand the development of human resources management, one must examine the work of renowned psychologists throughout the course of centuries. One of them was Elton Mayo, a psychologist from Australia, who conducted a number of studies in 1924 on human behaviour. He was known as the "Father of Human Resources Management" because of his strong belief in the need of a healthy work-life balance and his focus on how interpersonal relationships affect employee performance. The HRM in today's times must have the skills, mentality, and ability to compete on a global basis. When it comes to a company's success, the HR manager must be always on the lookout for fresh ideas and new ways of doing things. It is HR's job to deal with the issues of globalisation, which has given companies a fresh perspective. Because the company has become more adept at using technology, it is imperative that all changes be implemented.

### **Bibliography**

- [1] M. Sharma "Personnel & HRM", Himalaya Publishing House 2005
- [2] David A. Decenzo and Stephen P. Robbins, Human Resource Management, John Wiley & Son. Inc, New York, 1994
- [3] Decenzo David A. & Stephen Robbins P., Human Resources Management, John Wiley & Soans Inc. New York, 1994.
- [4] Dr. V. P. Michael, Human Resource Management and Human Relations, Himalaya Publishing House, 1998
- [5] Dr.S.Ganesan, International Journal of Business and Administration Research Review, Vol.1, Issue.6, July - Sep, 2014, ISSN -2348-0653, P. 147.
- [6] Dunn, J.D and Stephens, EC Management of people, Me Graw Hill Book Company, New York, 1972, P. 10.
- [7] Edwin B. Flippo, Principles of Personnel Management, Me Graw Hill Publication
- [8] K. Aswathappa Tata Me Graw Hill, Human Resource and Personnel Management 2003



[9] K. Aswathappa Tata Me Graw Hill, Human Resource and Personnel Management 2005