

## MODERN HUMAN RESOURCE MANAGEMENT PRACTICES IN INDIAN ORGANISATION

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### ABSTRACT

*The key consideration within the success of a business isn't the profit it earned rather it's the competitive advantage it gained. The profit little question could be a criteria to live success of a business and should even be the factor to contemplate the recovery of investment, but in today's cut throat competitive environment, the success criteria is how long an entity will remain within the competition. For surviving in such an environment, the entity must need to secure competitive advantage. Competitive advantage means any factor or quality that differentiate product and services of an entity from its competitors and helps the entity to increase its market share. As we said earlier, the capital or technology was those factors that help entity in securing the competitive advantage, but now it don't. Now a days the Human resource or the workforce is the factor that decide majorly whether entity will have competitive advantage or not, or will it's successful in having going concern within the long term. Since it's the key factor hence management of this resource becomes a necessary practice. Skilled, abled, technically sound, qualified and undoubtedly efficient Human resource isn't available easily and there's no sense of occupying a person force which isn't at up to the present level. Competitive advantages don't seem to be secured after we make our force skill, but it's secured once we uses skilled resource to use our other resources optimally. Maintaing or retaining Skilled Human resource could be a very difficult task. And this all comes through a correct Human resource Management. Policies followed in ancient time are now not useful in managing the people at workplace. Each organisation has got to come into being policy considering its own state of business, manpower and finance availably. But the question is how? And this we are attempting to debate during this article.*

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**Keywords:** *Human Resource, Competitive advantages, Management Practices, Finances, Development.*

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### Introduction

The business world is now left with the cruel words of competition that's "Cut Throat Competition". This is often not in the least a brand new term but its significance is increasing day by day. within the earlier year of last century specially up to 4 decades, financing capital and arranging technology was an excellent task, and wasn't easily available. But with increase of globalization, neither the finance nor the technology remains a controversy longer. The full world is open for finance to any or all the entrepreneurs and cross boarder finance is expensing greatly. Even the finance is not a property of few capitalist or bankers or financiers, rather small financiers like joint ventures, venture funding, individual investment, angel funding etc. are the choices available worldwide and cross boarder too. So what's the factor that's making competition more competitive? Now a day's successful means human ability and their ability and skill must be at the best level and peak. In this approach the management of Human force becomes a really difficult task and not easy because it was years back. Human resource management may be a sub-system within the whole system of the management. It gives special importance to a specific aspect that's human resource within the management process. Personnel

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management could be a very old concept which was used alternatively as human resource management previously. Its nature, scope and areas of activities are changed with the time and requirement of the enterprise. Different terms are accustomed denote human resource management they're labour relations, labour management, labour administration, employee-employer relations, industrial relations, personnel management, personnel administration, human capital management, human asset management and human resource management so on. Human resource play a really crucial role within the within the development of business organisation. It's very necessary for the event of human resource. Whatever could also be the dimensions of a company and also the nature and scope of its business transactions', HRM is a vital area of activities out of the assorted activities of the management of the concern.

### **What is Human Resource Management**

Human Resources management is one among the foremost complex and challenging fields of modern management. Somebody's resource manager should build up an efficient workforce, handle the expectations of the staff and ensure that they perform at their best. Human Resources are one in all the foremost valuable and unique assets of an organization. The objectives of managements, the ways during which enterprises are managed to appreciate these objectives and also the Human Resource Management (hereinafter spoken as "HRM") and industrial relations (hereinafter named as "IR") initiatives during this regard, are sick with pressures, many of which are exerted by globalization. Changes in IR practices (rather than in institutions and systems) like increased talks at enterprise level, flexibility in relevance sorts of employment likewise as in regard to working time and job functions have occurred as a results of such factors as heightened competition, rapid changes in products and processes and also the increasing importance of skills, quality and productivity. These factors have also had an impression on Human Resource Management policies and practices. In managing change, the key elements include employee involvement in effecting change, greater customer orientation, and ensuring that the skills of employees are appropriate to the assembly of products and also the supply of services acceptable to the globe market. As such, managing people during a way so on motivate them to be productive is one important objective of Human Resource Management.

### **Human Resource Management Practices**

Human resource management practices will be explained in several aspects. HRM practices as a concept to draw in motivate and retain the worker for the endurance of business and organization. Moreover, HRM practices are described as a collection of plans and policies which are described and implemented inside the organization to realize its goals. HRM practices as a group of practices to run the organizations human resources with certain competencies to supply organizations knowledge to continue competitive advantage. Similarly, HRM practices are certain specific practices and policies that are planned to draw in, motivate and retain the workers of the organization for the benefit of accomplishing its goals. Human influence in business has been constantly rising since the commercial Revolution, even after machine and automation has increased to a good extent. There's a shift within the role of humans in business; earlier humans were more into physical part, now it's increasing on the intellect part. Technology will always help in making things simple and simple but to stay relevant and stay competitive, effective human involvement is indispensable for today's businesses. Human Resources don't seem to be only the foremost significant but also most fashionable and most delicate resources thus need a gentle treatment. They're the resources which have feelings and behavior models, which aren't easy to forecast. Hence there's the requirement for efficient and effective management of human resources irrespective of the dimensions and nature of the organization. The victory of each organization depends upon the resources involved in it. Among all the resources, Human resources are the important resources of any organization. The endeavor of human resource management is to attain the goals of the organization. To utilize other resources human resource management is very important. Human Resource Management is anxious with the organizational functions and its people. It also deals with the varied activities of organization like organizational planning, organizational development, hiring, training, performance management, motivation, rewards, safety, benefits, administration, etc. In brief, human resource management may be a creation of supervision of individuals at add order to satisfy the goals of organization. Human resource management practices may be will be characterized into different aspects depending upon the character. HRM practices also can be illustrated as a structure which attracts, expands, motivates, and retains employees to create sure that the effective execution and therefore the endurance of the organization and its members. Further, HRM practices is additionally viewed as a group of internally reliable plans and practices which are proposed and executed to the human capital of the organization to attain the organizational goals and objectives. HRM practices can be observed as

as a bunch of practices to handle human resources of the organizations to help the event and growth of the organization. These set of practices will generate the firm's complex reference to maintain the competitive advantage of the organization. Besides this, it is concluded as a collection of practices which relates to the terms and conditions of a corporation to draw in, expand, inspire and retain the human resources for the effective functioning of organization. It's been recognized that effective HRM practices are important in changing the working behavior of employees. It'll also successively end up in the organizational improvement. Human resource management practices are accustomed increase the knowledge, skills, motivation and commitment of the workers towards the enhancement of the firm. It also ensures the constant growth and competitive advantage of the firm. A connection between the assorted practices of HRM and therefore the outcomes of organization might also be taken off. But most of the researches were focused on the indirect relationship between organizational innovation and therefore the different practices of HRM. Usually the HRM practices will influence the attitude of employees and their behavior. It's also assumed that there's a positive relationship between organizational innovation and knowledge management of organization

### **Factors that Impact Human Resource Management Practices in Indian Organisations**

From a purely Human Resource Management perspective, there are six factors that contributes for the increasing interest in Human Resource Management practices:

- Improving the management of people or utilizing human resources better as the way of achieving competitive advantage.
- The numerous samples of excellence in Human Resource Management have created an interest in such models,
- The traditional role of personnel managers has failed to exploit the potential benefits of effective management of people; neither did personnel management form a central an element of management activity.
- In some countries the decline of union influence has opened the way for managements to concentrate on more individual issues rather than on collectivist ones.
- The emergence of upper educated workforces with higher individual expectations, changes in technology and thus the requirement for more flexible jobs have, in turn, created the necessity to incorporate Human Resource Management into central management policy.
- Many important aspects of Human Resource Management like commitment and motivation emanate from the globe of organizational behaviour, and place emphasis on management strategy. This has provided an opportunity to link Human Resource Management with organizational behaviour and management strategy.

### **Human Resource Development Practice**

Human resources are the active resources of a corporation. However, the opposite resources remain inactive if there's lack of competent people to utilize such available resources so as to boost the services. Human brain includes limitless energy to think and act during a productive method. For this reason, presence of qualified and also the competent human resources are the key elements of the organizational success. On the opposite hand, the emergence of the HRD within a company, especially within the every sector, plays a vital role in developing the professional skill of the people. HRD practices are involved in developing the talents, knowledge, attitudes, and competencies of the people in a corporation. However, the staffs transform into the human resources while they're ready to be competent and show effective performance towards the organizational activities. In the every industry, human resource development practices are a compulsory requirement to develop the skill and knowledge of the staffs so as to boost the employment process within a country. Training and development are one in all the foremost practices of human resource development within the organization. However, training and development program is related to the worker retention within a corporation. Implementation of the training within a company meets the worker needs, which ensures the success of a corporation. A corporation is in a position to fulfil the requirements of the workers while the knowledge is shared in a perceived manner. In every industry employee retention is done by enhancing their knowledge through the implementation of the training. It's crucial for a company to take a position more within the educational program to develop their human resources, which also enhance the performance of their key employees. In every industry, more employees are required in several departments that are from administration to teaching. Thus, it's important for every industry in a country to retain their employees to stay their service intact. Hence, training is an efficient process because it generates an urge among the staff of the every industry, which insists them to retain during this industry. Career development program

is another crucial element of the human resource development practice. In the recent years, the industries is showing their interest in career development program to boost the human resource development. Such development programs are helpful to employee development practice. Hence, in every sector such career development program enhances the worker commitment furthermore because the personal productivity. It's well-known to all or any that every industry could be a growing industry within the recent years. Thus, this industry relies on the worker development, which is achieved by the career development programs in a corporation.

Succession planning is another important practice of the human resource development. It's the method of development of recent leader, who replaces the position of old leader. This development practice is undertaken when the old leader leaves the organization or dies. In every industry the succession, planning helps the organization to develop the interior staffs. By using this process, an industry can identify the staff having current skills or the workers who have the power to adopt new skills. Through this process, the creature in a company is in a position to maneuver up from one position to a different position within a company by utilizing or acquiring skills. Implementation of the new strategy is useful for a company to hold out the succession planning. However, succession planning is critical for the performance management of the workers in a corporation. Mentoring refers to an empowerment tool or personal development practice. However, mentoring helps the workers to extend their potentiality and achieve progress in their career. However, mentoring focuses on the partnership between two individuals in a corporation. The mentor is associated to reinforce the performance of the mentee. During this case, the mentor shares experience regarding the work with the mentee and also the relationship between these two persons depends on the trust and respect. In every industry, application of such human development practice boosts the boldness of the staffs and enhances their performance.

#### **Effect of Human Resource Development on the Organizational Productivity**

Development of the productivity is one in all the most important positive aspects of the human resource development practice in a corporation. However, the human resource development practice reduces the poor performance of a company by enhancing the human resource development and also the training process. Human resource development includes a direct impact on the profitability of the organization. Human resource is the major asset of the organization. However, the organization neglects the management and development process of their chief assets that's the human resources. Within the context of every industry, human resource development is important to recruit, manage, and supply direction to the workers to figure in their organization. Human resource development is taken into account because the strategic approach so as to manage the people within the organization. Within the every industry, the human resource development leads the staff to contribute more to the organizational productivity. This permits them to satisfy the organizational objectives and goal.

#### **Conclusion**

This article has identified human resource development as a mechanism employed by organizations to assist employees develop their skills. HR to perform smoothly to bring change, growth and innovation, its crucial emphasize on the areas of HR -proficiency, commitment and performance. HR practice has been dealt individually in single dimensions and its impact on OD. But the current study precisely focuses on the alignment of those three HR practices such as- HR Proficiency, Commitment and Performance and its relational outcomes to impact OD through interventions. For any person, learning progress is critical to form himself proficient in his competencies and during this process support from organization to figure on competency based training and analysis on competencies during which the individual lack in helps him works as intervention to realize confidence and motivate for career advancement. Confidence and motivation are interventions towards the brink for HR commitment because it encourages an employee to involve and provides result oriented output. Result oriented output is the impinged intervention which is important to boost the performance standard and at the identical time make an employee engaged. To develop a talent and to creatively engage an employee, the requirement of the intervention monitoring and collaborating skill based competencies plays a very important role to foster the creativity, involving an individual to be a component of team composition. With a collaborative effort and support from organization and colleagues, project excellence is achieved. The intervention Result oriented output also empowers a personal towards leadership and management deciding ability through commitment. Skills like strategy development, team structuring and coordination also leads towards project excellence when interventions like trust, honesty and respect rest on the shoulder of an Individual. Of these measures are a calculative approach for the competencies measurement which determines the retention and attrition possibility of an Individual.

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