

## 18. A Study of Challenges Faced by Human Resource Management in Organized and Unorganized Sector

**Dr. Kalhapure B. B.**

Assistant Professor in Commerce, Annasaheb Awate College Manchar, Pune.

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The managers today face a whole new array of changes like globalization, technological advances and changes in political and legal environment. Changes in Information technology. This has led to a paradigm shift in the of roles professional personnel. The great challenge of HRM is to attract, retain and nurture talented employees. This paper also analysis how to overcome with these challenges. These challenges can overcome through cross cultural training, technological and informational training of HR people and motivation of employees through various techniques HR managers are facing many challenges in present business scenario like Globalization workforce diversity, technological advances and changes in political and legal environment change in information technology. All these challenges increase the pressure on HR managers to attract, retain and nurture talented employee. HR professional can't ignore these challenges rather they ought to be line to design and execute innovative mechanisms of developing skills and competencies of human resources to prepare them to accept the emerging challenges.

The challenge does not stop with recruiting the right person but with how we are going to manage the performance of our employees. Because of continuous changing socio-economic, technological and political conditions, the human resource managers of the future shall have to face more problems in the management of labor. The human resource managers of today may find themselves obsolete in the future due to changes in environment if they do not update themselves some of the important challenges which might be faced by the managers in the management of people in business and industry like change management, leadership development, HR effectiveness measurement, compensation, staffing, recruitment and availability of skilled local labour, succession planning, learning and development, retention, benefits costs.

## I. Introduction

The term "Human resources management" (HRM) is used in many different ways and that's why it has different definitions. For example, the term suggests a distinct philosophy regarding people-oriented organizational activities, a philosophy that helps modern businesses more than the classic personnel management did. A definition accepted by us is that HRM is an ensemble of strategically and operational activities as a part of general management. The purpose of HRM is to create an organizational climate for encouraging staff to achieve the objectives of the company. There are many resources that affect the performance of a company, but people, definitely, have a major contribution in adding value to the organization. Skills, experiences, expertise and the relations between employees have a major importance in success or failure of the company. HRM becomes a strategic business partner with an essential role in the success of the company. The challenge does not stop with recruiting the right person but with how we are going to manage the performance of our employees. Because of continuous changing socio-economic, technological and political conditions, the human resource managers of the future shall have to face more problems in the management of labor. The human resource managers of today may find themselves obsolete in the future due to changes in environment if they do not update themselves some of the important challenges which might be faced by the managers in the management of people in business and industry like change management, leadership development, HR effectiveness measurement, compensation, staffing, recruitment and availability of skilled local labour, succession planning, learning and development, retention, benefits costs.

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This paper also analysis how to overcome with these challenges. These challenges can overcome through cross cultural training, New technological changes and informational training of HR people and motivation of employees through various techniques HR managers are facing many challenges in present business scenario like Globalization workforce diversity, technological advances and changes in political and legal environment change in information technology. All these challenges increase the pressure on HR managers to attract, retain and



nurture talented, skilled and expert employee. HR professional can't ignore these challenges rather they ought to be line to design and execute innovative mechanisms of developing skills and competencies of human resources to prepare them to accept the emerging challenges.

In this paper, we have discussed about the various challenges faced by HR Managers in Contemporary Business Environment. Issues facing HR are expected to change dramatically in the next decades. Thus, HR professionals must play special roles in dealing with these changes and must develop specific competencies to support these roles. HR managers will have to accommodate employees in their virtual work locations and find ways to manage corporate culture, socialization and employee orientation. In order to obtain and maintain a competent workforce, they must act as organizational performance experts and shape employees behavior without face to face meetings A range of challenges are faced by organizations and HRD professionals in managing and implementing effective HR T&D, particularly in the climate of globalization, and the new technological revolution begins with the importance of human capital in HRD practice, their education and technical training, and also their communication and language skills. Human resources' learning and motivation are also described as important features of effective HRD practices.

## **2. Scope of Research**

More than 90% of India's workforce is in the unorganized sector. Further research is required to understand the HRD skilling requirements of this sector and to suggest additional solutions for bringing this sector into the mainstream.

## **3. Methodology**

The analysis of this paper is totally depend upon primary data but totally depend upon secondary data like bulletin books , journal, newspapers , magazines, reference books, and various website from internet,

## **4. Objective**

To study the details of emerging challenges to find out the various methods and techniques through which HR can overcome the challenges of present business scenario the rapidly transforming business landscape means that there are currently many human resource management challenges which will continue to evolve for years to come. Issues facing HR are expected to change dramatically in the next decades.

## 5. Challenges

### a. The of Privatization and Liberalization

The privatization of government companies involves the divestment of public holdings in these enterprises for the benefit of single or multiple private shareholders or owners. The exercise will usher in a lot of changes within the privatized organization and the HR professionals must brace up to the challenges posed by the exercise as it relates to HR planning and management.

### b. HR Collaboration with Line Managers

HRM function is a joint responsibility for all managers within the enterprise i.e. both HR or staff and line managers must be involved. HR professionals should become a partner with senior and line managers in strategy execution, helping to move planning from the conference room to the market place.

### c. HR Exhibition of Expertise in the Organization of Work

As trained administrators, the HR professionals will have to explore and design means of carrying out HR functions in a better, faster and cheaper ways to reduce costs as well as saving the cost. Beside cost reduction, efficiency and quality have to be maintained in service delivery.

### d. Upgrading the Skills of HR Professional

To be able to cope with the global challenges and be relevant in the current century, the quality of HR staff need to be improved. The enterprise need people who know the business, understand the theory and practice of HR

### e. HR as Vanguard of Employees' Welfare

The HR professionals will be held accountable for ensuring that employees show commitment and add value to the business of the organization irrespective of attending to their social needs.

### f. The Effect of Information Technology in Workplaces

Information technology has made the world smaller and faster through internet. Ideas and large amount of information now move freely and constantly. The challenge for the HR Managers is to make good use of what information technology offers and to make it to be a viable productive part of work setting and tool

**g. HR as an Innovative Agent**

The HR professionals must work towards initiating change that are focused on creating high performing teams, reduce cycle time for innovation or implementing new technology. Multi-

**h. Skilling Process**

The pace of change in the HR environment in this era of globalization will require the HR professionals to be multi-skilled. They must devote more attention to core strategic issues in HR management and be facilitator or change initiators and internal consultant to the organization.

**i. HR Creating Value in the Organization**

To meet the increased expectations of the organization, the HR professionals must articulate their role in terms of creating value. They must measure their effectiveness in terms of business competitiveness and success rather than employee comfort or satisfaction.

**j. Business and Globalization**

Due to globalization, enterprise now faces business challenges which require the organization to build new capabilities. This innovation has created opportunity for the HR professionals to Play leadership role in assisting the organization to meet the competitive challenges.

**k. HR and Political Process**

With the democratic changes occurring the entire world over, the populace in which the work community is inclusive must internalize democracy and discharge their civic duties to the country.

Apart from these challenges, few challenges are as follows:

- Staffing: Recruitment and availability of skilled local labor
- Benefits costs: Health & welfare
- Succession planning
- Change management
- Leadership development
- HR effectiveness measurement
- Organizational effectiveness
- Learning and development
- Staffing: Retention

- Compensation

## 6. Suggestion

1. Technical changes in the workplace often require the implementation of additional training for workers. As training and development is generally the realm of the HR department, this creates yet another challenge for human resource managers. HR must first determine what training is necessary and then implement training measures to ensure all workers can keep up with technical changes. Human resource managers must also determine when it may train existing employees, and when it must search for new workers to fill technical positions within the organization
2. Motivate Professional personnel more and more so that do not change organization more frequently financial motivation is not always required you can motivate through non-financial motivation like encouragement, training of employee, job satisfaction
3. Shifting HR strategy with changing economy – strategy of HR should be agile, capable of flexing and adaptive to changes in the economy.
4. Training of HRIS – Human resource information system should be given to the HR managers or HR professional so that they can overcome Information Technology challenges.
5. Proper performance evaluation system and proper career development plans should be used in the organization to reduce professional mobility.
6. Cross cultural training of HR personnel so that they understand other cultural people.
7. Identify principles for developing, utilizing and conserving human resources skill.
8. Use data and statistics to make informed organization business decisions.
9. Structure benefit packages and measure their success
10. Develop financial management budget and budgetary skills.
11. H R should adopt the new change at internet speed

## 7. Conclusion

1. Efficiently planning of employee necessity by analyzing the future projects, the needs of the market and constantly having qualified candidates;
2. Correct recruiting and selection, maintaining the talented candidates;
3. Rapid integration of new employees in order to reach productivity in a short time;

4. Constant evaluation of recruiting and selection processes – talented employees leaving from company, talented employee's not achieving performance;
5. Employees development by training and encouraging continuous training for improving skills and knowledge;
6. Creating a brand and an excellent image of the company for existing employees and for the future ones
7. Establishing efficient plans for succession and replacement;
8. Establishing clear policies for intern recruiting;
9. Motivation of talented employees;

The challenge does not stop with recruiting the right person but with how we are going to manage the performance of our employees. Because of continuous changing socio-economic, technological and political conditions, the human resource managers of the future shall have to face more problems in the management of labor. The human resource managers of today may find themselves obsolete in the future due to changes in environment if they do not update themselves some of the important challenges which might be faced by the managers in the management of people in business and industry like change management, leadership development, HR effectiveness measurement, compensation, staffing, recruitment and availability of skilled local labour, succession planning, learning and development, retention, benefits costs.

To conclude that it can be said that HR practice is becoming more and more challenging day by day, they have to face lot of problems like retention, attraction of employee, dealing with different cultural people, managing work force diversity, technological and informational changes to overcome with these challenges training is necessary of HR people. To reduce mobility of professional personnel HR people have to motivate them from monetary and non-monetary techniques. Proper performance evaluation system and proper career development plans should be used in the organization to reduce professional mobility.

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