

# A Study on Experiments in Human Resource Management

**Monika Sharma<sup>1</sup> and Dr. Harish Purohit<sup>2</sup>**

Research Scholar, Department of Commerce and Management<sup>1</sup>

Research Guide, Department of Commerce and Management<sup>2</sup>

Shri J.J.T. University, Chudela, Jhunjhunu, Rajasthan

**Abstract:** *Human Resource Management (HRM) is the term used to describe formal systems devised for the management of people within an organization. The responsibilities of a human resource manager fall into three major areas: staffing, employee compensation and benefits, and defining/designing work. Essentially, the purpose of HRM is to maximize the productivity of an organization by optimizing the effectiveness of its employees. This mandate is unlikely to change in any fundamental way, despite the ever-increasing pace of change in the business world. As Edward L. Gubman observed in the Journal of Business Strategy, "the basic mission of human resources will always be to acquire, develop, and retain talent; align the workforce with the business; and be an excellent contributor to the business. Those three challenges will never change." Human Resource Management can be a challenge for small business especially, which typically don't have an HR department to rely on. They may be limited to one HR person, or this responsibility may still belong to the CEO. Regardless, small business owners need to understand the challenges in order to face them so that they are prepared to tackle HR issues as their company, and workforce, grows. This paper aims at studying the challenges in HRM, to suggest measures to overcome the challenges and highlight the emerging challenges in HRM*

**Keywords:** Human Resource Management, Experiments, Employees, Business