

# Contemporary Trends in Human Resource Management and its Application in Fostering Employees Competencies and Organizational Competencies

Yeshwant Rao N<sup>1</sup> and Prof. R Hiremani Naik<sup>2</sup>

Research Scholar, Institute of Management Studies and Research, Kuvempu University, Shankarghatta<sup>1</sup>

Professor, Institute of Management Studies and Research, Kuvempu University, Shankarghatta<sup>2</sup>

rao.nyeshwant@gmail.com and dr.hiremaninaik@gmail.com

**Abstract:** *The organisation efficiency can be developed when the organisation are more focused on developing the employees competencies and more rational steps should be taken for creating the positive culture among the employee who can cater the changing needs of the market. The contemporary trends in various Human Resource Management Practices have been an dynamic role player in creating value for the organisation and will foster the employees independence for developing the employees competencies which can proportionally increase the value of the organisation. The organisations should frame policies and programmes based on individual needs of the employees and will play a vital role in adding the value to the organisation and develop the business from the rational point of view. There must and should lot of focus and concentration for developing the organisation and employee competencies to cater the changing needs of the business and met the dynamic needs of the market. The paper is an attempt to correlate the contemporary trends and the employee competencies and organisational competencies in the dynamic market as a whole.*

**Keywords:** Competencies, organizational changes, Competency based HR Practices