

Challenges in Human Resource Management in 21st Century

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Abstract: *Organizational success is strongly impacted by human resource management (HRM), which has a significant impact on employee retention, performance, and satisfaction. The purpose of this research paper is to examine the most effective methods, difficulties, and developments in HRM nowadays. The study investigates the link between efficient HRM procedures and organizational performance using a mixed-methods methodology that blends quantitative surveys and qualitative interviews. The results show that smart HRM strategies reduce turnover rates and greatly improve employee engagement. The recommendations for enhancing HRM procedures to promote a more contented and productive workforce are provided in the paper's conclusion*

Keywords: human resource management.