

# A Study on Obstacles Faced and Patterns Observed in Human Resource Management

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**Abstract:** *Human Resources are verifiably an association's most important resource. These HR enable organizations to accomplish their objectives and position them well to contend on the lookout. The need to hold HR has become critical considering moving socioeconomics and unpredictable worldwide monetary circumstances. To manage the range of HR, associations are at present faced with critical challenges. The associations are exploring different avenues regarding different ways to deal with manage the people. A part of the affiliations are generally speaking more creative and creating with the best HR practices.*

**Keywords:** organozation, job, employees, hr team, workplace

## I. INTRODUCTION

The field of Human Asset /resource management .The executives is growing extremely quick and each branch of human movement is understanding its significance in the smooth working of the association. In order to encourage employees to give their all to the company, novel methods are developed to enhance the work environment. To survive in the modern world with grace, one must accept the changes and adopt the most recent human resources practices. There is fierce competition everywhere. Those who resist change will fall behind and be forced to accept defeat. Therefore, the organization must implement the most recent human resource practices.

Some of the most recent methods in the field of human resource development are as follows: Workers for Rent Some of the time the associations rely on consultancy offices or individual specialists for their ability to tap and use their master information. The organization's employees are responsible for carrying out the expert advice provided by the consulting firms. The representatives may in a portion of the cases neglect to secretive the expertise into an undertaking. Employee Leasing Organizations are a new category of organizations that will emerge in these circumstances. These leasing companies will act as primary employers and lease out the required number and variety of employees to various businesses. They gather the expense and different charges from different ventures and pay the compensations, give advantages to the representatives. No matter how many days an employee spends on lease with various organizations, the leasing company will cover all of the employee's salary and benefits. The leasing company, the specialist employees, and the industry all stand to gain from this kind of agreement. The business with restricted financial plan can use the master guidance and administration of most skilled HR. Working two jobs by Representatives This is, which emerges among representatives by virtue of disappointment from present pay and pay structure. They believe the employer is profiting from the increased profits and is exploiting them. Thusly they shake for climb in wages or occupy another seasonal work or business all the while with that of the first work. This is otherwise called Twofold Jobbing Monnlighting

The majority of Human Resource Management's functions are impacted by employee moonlighting. Moonlighting would have mostly negative effects and present difficulties for the personnel manager. Currently, only a small percentage of employees work from home, but as employee values and expectations shift, this number will continue to rise. During the process of selecting candidates, management will need to exercise as much caution as possible regarding the possibility of candidates working as contractors.

### **Dual Career Groups**

There has been a significant rise in the number of female employees across all types of organizations as a result of:

In recent years, a rise in women's career orientation.

The creation of numerous jobs.

more elevated level responsibility

Better execution.

Less demanding

Economic Independence

Greater social standing Aspirations for a better work-life balance

As a result of their dual careers, the wife and husband will have a lot of problems because they both have problems at work and outside of work. Considering over-burdening of the issues to both the individuals in double profession gatherings, they invest beneficiary investment in tackling the issues or in getting the complaints reviewed for both the gatherings. As a result, there is a possibility that neither party will be as committed to the organization's work. Because of this recent fad in HR, basically, the HR supervisor ought to regard individuals as assets, reward them fairly, and coordinate their desires with corporate objectives through appropriate HR approaches.

### **Rewards that are immediate**

One of the most efficient methods for attracting and retaining the right talent is to recognize and reward performers. Companies in India are taking their reward programs more seriously and implementing total rewards strategies that include cash and in-kind compensation. Aside from way of life perquisites, for example, a house, a vehicle or a club participation, benefit connected motivations, conceded tip, and growing a strong financial foundation programs as investment opportunities and delicate credits, organizations are likewise including balance between fun and serious activities programs; competency pay packages that reward specific skills; and career opportunities, such as new projects and overseas assignments, to honor employees. These prizes can be custom fitted to suit the top entertainers' goals to accomplish most extreme impact.

### **Flexi-time and Flexi-work**

The Job Description typically specifies the number of hours per day, days per week, and work schedule that the employee must adhere to. The idea of flex time was introduced so that workers could work when it was convenient for them without affecting how the organization works. Flexi-time is a program that permits adaptable passage and leaving times for representatives. Productivity goes up, absenteeism goes down, employee turnover goes down, and morale goes up when employees have access to flexible work hours. Flexi-work - a program permits adaptability in dealing with the sort of work in different divisions of the associations in deliberate way by the representative during his residency of work in an association. A candidate might be chosen to work as a clerk in the Personnel Department, for instance, and after two years, he might be allowed to work in any other department of the company.

### **Managing aspirations**

Employee aspirations expand with the aspirations of organizations. What's more, with the changing ways of life and profiles of the labor force, individual and expert yearnings of representatives are fluctuated, however are progressively on the ascent. According to experts, both individuals and organizations have goals, and it is easier to achieve business objectives when the two are in sync. Individual and organizational goals, as well as their respective roles, should be made abundantly clear in businesses.

### **Training & Development**

Organizations devote a lot of time and resources to training, developing, and educating their employees in accordance with the job awareness and the organizations'. The company should also communicate the goals and have robust and dependable processes to execute them. This is generally because of the shortfall of linkage between the business and colleges. In the future, organizations will set up their own educational institutions. These schools will tailor their curriculum to meet the needs of various positions within the organization as a whole. The curriculum at these

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institutions will continue to evolve in response to shifts in technology, work practices, production procedures, and activities, among other factors. The specific requirements of each organization determine the number of students admitted to these institutes. The candidate will receive a diploma and be absorbed by the organization after completing the course. This administration plan will consequently deal with the issue of joblessness and underemployment. The candidate's time spent on his educational journey will also be cut down by this arrangement.

### **Management Participation in Employee Organizations**

Without the formation and recognition of employee organizations, management cannot unilaterally make decisions that directly or indirectly affect the relationship between employees and management. policies regarding employment, training, transfer, promotion, and the use of the most recent technology, among other things. are now subject to discussion with representatives of employee organizations and are no longer determined by management's unilateral action. Choices on the strategies and organization might in any case rest with the board, yet they are regularly likely to address and analysis by association delegates under a proper complaint strategy. By employing this strategy, the two parties are able to openly exchange ideas, opinions, information, and knowledge in order to comprehend the viewpoint of the other party and avoid any misunderstandings. Accordingly, the administration delegates might give viable plans, ideas, exhortation association and headings for sound administration and working of leagues and associations to ultimately benefit both the gatherings.

Right skilling, or matching jobs with a certain level of training rather than hiring workers with excessive skills, is gaining popularity. This tactic is used by businesses to increase their talent pool and tide over a shortage of workers. Aside from IT and ITeS firms, associations in the banking and monetary administrations area, as well, have been progressively recruiting graduates and preparing them. The general method by which the company's owners or representatives manage it is called collaborative management. However, the majority of businesses have begun to permit employees to participate in management. It is seen that various gatherings worried about the authoritative exercises will deal with the association through investment.

Collaborative Management is the name given to this kind of management system. The purpose of encouraging employee participation in management was to meet the psychological needs of workers and foster a sense of belonging and loyalty to the organization.

To ensure success, HR managers should concentrate on the following areas: -

Make use of the skills and abilities of the workforce to take advantage of opportunities presented by the environment and eliminate threats.

Implement novel reward programs that reward contributions made by employees and grant enhancements.

Through TQM and HR contributions like training, development, counseling, etc., indulge in continuous quality improvement.

Employ individuals with unique skills to develop unrivaled expertise in a field.

In difficult times, decentralize operations and rely on self-managed teams to deliver goods. Motorola, for instance, is known for its short product development cycles. Ideas developed in its research labs have been quickly brought to market.

Suggestions- Change is the law of nature. It is a necessary way of life in various communities. Even though there may be some dissatisfaction in the early stages of change, people learn to adapt to it and adapt to the changing circumstances.

The administration in future will attempt to:

Adopt a participative leadership style instead of an authoritarian one.

Follow a partnership and human relations approach to dealing with employees.

Empower innovative abilities and capacities and award those gifts.

Shift the accentuation from lawful and rule limited approach.

Get involved in union activities; perceive human asset as a benefit place and as a fundamental instrument to procure benefits as opposed to as an expense community.

Recognize that human resource management will take precedence over all other management functions.

In addition, the overall position of the Personnel Manager will change. Those changes will be as per the following:

The individual manager and the personnel manager will place an emphasis on the development of human resources as a whole.

Human Asset Management capability will be stretched out to cover vocation arranging and advancement, association and improvement, sort out environment, job investigation, public pay strategy, civil rights and so forth.

Today contest is exceptionally extreme and assuming an association needs to make due in the race effortlessly, it needs to continually redesign its abilities and hone its capacities. In order to help employees perform at their best and motivate them, numerous novel strategies are being implemented by businesses. The company aims to increase employees' competence, commitment, and comfort in performing a given job by employing the aforementioned methods and numerous other programs.

## **II. CONCLUSION**

Finally, human resource management is the process of bringing individuals and organizations together to achieve mutual objectives. The job of HR chief is moving from that of a defender and screener to the job of an organizer and change specialist. High-skilled and knowledge-based jobs are growing while low-skilled jobs are declining over time. With the ever changing needs of the organization, the human resources must be always ready to combat problems. Hence there is a great need to use innovative HR techniques. The present paper discusses some of the current day HR techniques that are being practiced by the organizations. The paper explains the techniques and how they are being implemented in the organizations. The issues that need to be focused by HR managers while implementing these techniques

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