

Emerging Trends in Human Resource Management

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Abstract: Human resource trends change just as frequent fashion (if not more) . Because the industry is constantly evolving, regulations regularly adapting and changes of employees.

1. Introduction :

The world of work is rapidly changing. As a part of organization, Human Resource Management (HRM) must be prepared to deal with effects of changing world of work. For the HR people it means understanding the implications of talent management, succession planning, performance development, career development, staffing retention, leadership development, change management, globalization -its implications.

2. Talent Management:

It is a set of integrated organizational HR Process designed to attract, develop, motivate and retain productive, engaged employees. Goal of Talent management is to create a high performance, sustainable organization meet its strategic and operational goals and objectives.

3. Succession Planning:

It is a process for identifying and developing internal people with potential to fill key business leadership positions in the company. Additional objectives may be embedded in the succession process as

- Improve the employees commitment and retention
- Meet the career development expectations of existing employees.

4. Performance Development:

Performance development is the ongoing process between supervisor and employee of communicating and clarifying position, to guarantee mutual understanding and to enhance effectiveness in achieving the organization and departmental mission and goals.

Develop staff member's skills for current position as well as for future assignments or positions.

5. Career Development:

Is a self-oriented process with support and resources provided by the managers and organization? It leads to skill development means developing themselves with their skill sets to add value for organization and their own career development.

- Continuous learning, training, self-assessment plays a vital role.
- Development should follow 70% from on the job activities and action learning
- 20% from interaction with training includes class, seminars, conferences etc.

6. Staffing Retention:

Employee's retention strategies help the business to meet its goals. Succeeding efforts requires business to think about from employees point of view like fair treatment, high compensation, engaging them in new hire orientation. Business can create and provide above average compensation and benefit packages. Strategies need to ensure successful communication and build team work among employees.

7. Leadership Development:

To develop leadership skills every firm is responsible to provide training and development programs for employees. So that leaders have to think different about learning. Organization learning has to become less in training session or online tutorial kind of learning. More learning from continuous learning on the job.

- Creating a work environment that supports and encourages learning.
- It is more about sing there to learn and learning from one another than individual learning skills n their own.

8. Change Management:

To succeed they must have an intimate understanding of the human side of change management. The alignment of company's culture, values, people and their behavior. Most leaders contemplating change to know about the people matters.

It represents a particular challenge for personnel management. It is the foremost issue as HR continues to attempt to help business to move forward. An intensified focus on training may be needed to develop competencies to deal with change management.

9. Globalization And Its Implications:

Business today doesn't have national boundaries – it reaches around the world. The rise of multinational companies places new requirements on HR Managers. HR department needs to ensure approximate mix employees in terms of knowledge, skills; cultural adaptability is available to handle global assignments. In order to meet this goal, organization must of train individuals to meet the challenge of globalization.

The employees must have knowledge of languages and culture (morals, custom, laws and values)of the host country.

HRM must also develop mechanisms that will help multicultural individuals work together. Because tomorrow's workers will come in different colors, nationalities and so on. Managers will be required to change their ways.

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