

Recent Trends In HRM 2019

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Abstract- The HR department was initially viewed as a administrative overhead, later it is processed as payroll, benefit administrated and recruiter. Now the HR activities has involved into various activities such as

1. Attract the new employees
2. Compensation system
3. Effectiveness work environment
4. Effective relationships
5. Compliance & Procedures

The recent trends in HR activities are changed by the global market.

- a) Labour market
- b) Employee experience
- c) Artificial Intelligence
- d) Wearable teach
- e) Invest in talent

Therefore the human resources management is a key technique of managing the behaviour of organization employees & train them to develop their skills and abilities.

Keywords- Employee, Recent trends, Training, Organization.

KEYPOINTS:

- 76% of hiring managers and recruiters think the impact will be at least “somewhat significant”
- “16% of hourly employees admit to buddy punching”
- The average HR function uses 11 different systems just for recruiting, which means there’s no ability to do data warehousing, federated search or any meaningful analytics as these don’t talk to each other.

I. INTRODUCTION

1. Historically the HR department was viewed as administrative overhead.
2. HR processed payroll, handled benefits administration, kept personal files and other rewards managed the hiring process and other administrative support to the organization.
3. The positive result of these changes is that HR professionals have the opportunity to play more strategic role in the business.

4. The role of human resources changing as fast as technology and global market.
5. The challenges for HR managers is to keep up to date with the latest HR innovations, technological, legal.

II. LITERATURE REVIEW

“Foster, c and Harris”. L 2005 Agarwala, T. 2003, Chen and Huang jw 2009, Strategic human resource practices and innovation.

OBJECTIVES:

- To study the recent trends in human resource management.
- To study how human resource management to deal with effects of changing world of work.

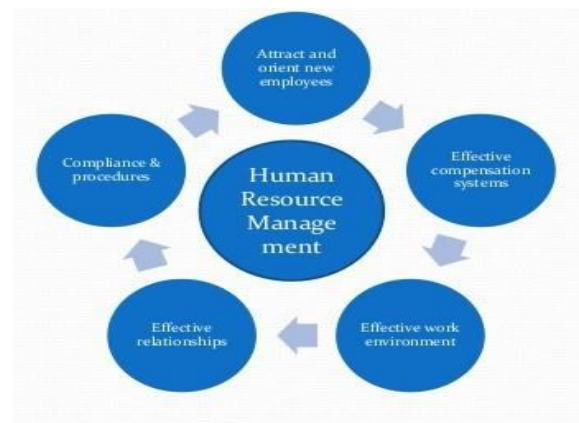
NEED OF THE STUDY:

The need of the study is to know how recent trends are useful in the human resource management, like to the employees, to the managers and also has the opportunity to play more strategic role in the business.

SCOPE OF THE STUDY:

The scope of the study is to hiring the employees and provides advice assistance to supervisors and staff. This may include information on training needs and opportunities.

HRM ACTIVITIES:



III. RESEARCH METHODOLOGY

The required data for the study are basically secondary in nature and the data is collected from

- Internet
- Economic Times
- Books (articles)

ATTRACT AND ORIENT NEW EMPLOYEES:

1. Recruitment and Staffing:

It can be challenging to find the right employees for the organization. Recruiting and screening applications can be a tiring chore but with electronic screening programs, it can be very manageable. There are many software programs and websites that can help with this.

There are many vendors that can help with pay roll services but also can help with the application process, screening and employee background checks. Often the fees for these services are reasonable and very affordable.

EFFECTIVE COMPENSATION SYSTEM:

Successful organizations understand the importance of providing competitive compensation and benefits to the employees. Staying current on salary trends is critical to attracting and retaining top employees.

A total compensation package should be part of a comprehensive compensation strategy and should include base pay and any other employee benefits—health, life, dental, disability insurance, paid time off, etc.

Employee compensation and benefits should be budgeted and managed through an annual budgeting process.

EFFECTIVE WORK ENVIRONMENT:

Creating a healthy environment is one of the most important things that leaders can do. A high performance environment encourages and supports people to perform their best.

It helps people have more energy, handle stress, manage conflict, build collaboration and teamwork.

1. Campus environment vision
2. Leadership resources
3. Wellness initiative.

EFFECTIVE RELATIONSHIPS:

A work force of engaged employees can have a high correlation to increase productivity and improve the bottom line. The suggestion that having a plan to develop and sustain good employee relation is an important aspect of the HRM function.

COMPLIANCE AND PROCEDURES:

There are countless laws that govern how organizations manage operations and labour. The DOL is a great resource for many of these laws. Staying compliant is an important part of business management. SHRM is also a great organization that helps business owners keep updated on changing employment laws.

IV. RECENT TRENDS

- Labour market communication and employer branding
- Employee experience
- Artificial intelligence
- Wearable tech
- Invest in talent.

1. Labour Market Communication & Employer Branding:

This HR theme was in second place in 2018 and is expected to be in first place in 2019. 60% of the respondents who participated in the Berenschot study indicated that Labour Market Communication was one of the areas of focus with in their own work.

According to the Academic your Arbeids market communicate, this means:

“Structurally communicating to the internal and external labour market target groups and their influencers with the aim of recruiting new employees, positively influencing the employer brand and maintaining contact with current, potential and former employees.” Certainly with the current tight labour market, it is generally more difficult to recruit and select effectively.

Employer branding is the process of promoting a company, or an organization, as the employer of choice to a desired target group, one which a company needs and wants to recruit and retain.”

Benefits:

1. A strong employer brand can help the organization stand out. With the shift to fragmented workforces of small and mid-sized businesses, it can be challenging to recruit.

2. Positioning the employer brand helps to attract and retain people who “fit”. With four generations in the work place and a wide variance in employee motivations, a compelling employer brand can help to identify, attract and retain the right people.
3. A great employer brand can help to stand out, even when don’t have the resources to offer traditional benefits or salaries. A great employer brand can help to become an employer of choice.

2. Employee Experience:

Employee experience equals everything a worker learns, does, sees, and feels at each state of the employee life cycle. It consists of 5 stages

- a. Recruitment
- b. On boarding
- c. Development
- d. Retention
- e. Exit

The focus will be more on strategic HR, so that there will be more attention for the employee and internal talent, resulting in more job satisfaction and higher productivity. It is about solving bottle necks, thinking in experiences and design thinking.

3. Artificial Intelligence:

Artificial Intelligence will make its entry into the HR field this year. Self-learning systems such as searching for candidates and candidate selection will have an impact. According to the British CIPD, an organization for HR and human development, Artificial Intelligence technologies, such as predictive analyses, change the way companies adopt and maintain their talents and predict trends.

With Artificial Intelligence systems you can perform all kinds of checks and make estimates. For example, the tax authorities can check on social media if people fraud. Other larger companies use Artificial Intelligence to determine if someone is suitable as a partner. The turning point of this trend is that it seeks out the limits of privacy.

Advantages of Artificial Intelligence:

1. Error Reduction
2. Difficult exploration
3. Daily applications
4. Medical applications
5. No breaks

Disadvantages of Artificial Intelligence:

1. High cost
2. No replicating humans
3. No improvement with experience
4. Unemployment
5. No original creativity

4. Wearable Technology:

An e Marketer study forecasts 81.7 million adults will be using some form of wearable technology in 2018. It is now growing up to 86.7 million.

- Driving up the numbers
- Use in the workplace
- Wearable technology in practice

Driving Up the Numbers:

As the work force changes, we’ll see more and more recruits coming in to the work place wearing technology. All adult age groups are moving that direction, mostly by the younger generations of workers.

Use in the Workplace:

Technology has been disrupting Human Resources for several years now and there’s no end in sight. It makes sense wearable technology will follow suit.

In a recent HR Exchange Network survey, they asked respondents what action their company has taken to demonstrably move the needle in reducing health care costs. Respondents were given several options, including “Other.” Some choosing that option reported their companies had begun to invest in and implement wellness programs.

Wearable Technology in Practice:

Wearable technology is already in the workplace and in a big way for employees of Three Square Market. The employees were implanted with the \$300 chip placed between their thumb and fore finger. The size: no longer than rice grain.

5. Invest In Talent Management:

Talent management is not just a simple human resource key term one will come across. It is also committed to hire, manage, develop, and retain the most talented and excellent employees in the industry. In fact, talent

management plays an important role in the business strategy since it manages one of the important assets of the company. Here are some reasons why companies should invest in talent management.

- a. Attract top talent: Having a strategic talent management gives organizations the opportunity to attract the most talented and skilled employees available. It creates an employer brand that could attract potential talents, contributes to the improvement of the organizations business performance and results.
- b. Employee motivation. Having a strategic talent management helps organizations to keep employees motivated which create more reasons for employees to stay in the company and do their tasks. In fact, 91percent of employees shared that they wanted more than just money to feel engaged and motivated, as revealed by Chandler and Macleod's survey.
- c. Increase employee performance. The use of talent management will make it easier for the companies to identify which employees will be best suited for the job that can lead to less performance management issues and grievances. It will also guarantee that the top talent within the company stays longer.

V. FINDINGS

The HR Trend in the last five years every year in November were 2015-(9) emerging HR Trends ,2016-(11) HR Trends,2017-(10)HR Trends ,2018-(8)major trends,2019-(10)inspiring HR Trends .

VI. CONCLUSION

Human Resource Management is a key technique of managing the behaviours of organization employees, their training and development to enhance their skills and make them able to compete in new market trends and dynamic business environment.

It helps the organizations to build a better and competitive structure which enables it to make and implement strategies to have best possible benefits.

REFERENCES

- [1] Internet, Economic Times, Broachers.