

# Seminar Topic HR Challenges In Startups

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**Abstract-** My study is on “HR CHALLENGES IN STARTUPS” need for study is to attract best talent and retain it. The startups should recruit the right people in right place and train them. The study focuses on challenges that are faced by HR personnel in startup companies. The startups should adopt the change in work environment and culture of the company. The main HR challenges are technology expansion, recruitment and retaining

**Keywords-** Startups, HR challenges, technology expansion, recruitment, retaining.

## I. INTRODUCTION

There are a lot of HR challenges for startup companies including recruitment, establishing policies, getting management buy-in, hiring employees, firing poor performances and much more. While many of these understood the unique challenge each of these presents to a new company and they matter.

## II. OBJECTIVES

- To know the nature of start-ups .
- To assess the expansion to which start-ups give importance to HR.
- To get wind solutions for various HR issues faced by start-ups.

## III. NEED OF THE STUDY

While there are myriad of reasons a new startup might fail due to ignoring the importance of a HR it is a major undoing of startups. A solid HR solution for startups can solve their problem. My study is to find how many companies are giving importance to HR.

## IV. SCOPE OF THE STUDY

The scope of the study is to explore the role of HR in startups. The study is aim to investigate how to face the HR challenges in startups and find the solution.

## V. RESEARCH METHODOLOGY

This study is based on secondary data collected from various sources like journals, websites, research papers, articles.

### Literature Review

Prof.Archana Surywanshi(2013) :In the Article “HR CHALLENGES IN STARTUPS” states that today’s managers are having many challenges in this competitive world due to globalization, privatization and legal and also forecast to recruit the right candidate at right time and right place.

Vinisha Panwar (2015) :In the Article “Role of Human Resources In Start-Ups” states that attract best talent and retain it. Dynamic challenges of the emerging companies cannot try to compete with already established companies.

## VI. HR CHALLENGES IN START-UPS

**1. Change management:** HR Professionals facilitate change management in two principal ways

- I. Ensuring that general change objectives are met by participating in the planning.
- II. Using their familiarity with the organisations employees to understand their needs and expectations during a change.

**2. Leadership Development:** A key role of HR is ensuring that the organization has the right people performing well in leadership roles at all levels. This means HR must focus attention in five key areas:

- Job architecture
- Incubment assessment
- Performance definition
- Recognition for success and building leadership development

**3. Success Planning:** Success planning is a process for identifying and developing new leaders who can replace old leaders when they leaves ,reture (or) die. Success planning increases the availability of experienced and capable employees that are prepared to assume these roles as they

become available. They narrowly “Replacement planning” for key roles is the heart of success planning.

#### **4. Staffing:**

- Retaining top talent is biggest staffing challenge
- Lifting employee morale in the department
- Providing competitive compensation
- The challenge of worker burnout
- Maintain productivity levels

### **VII. CONCLUSION**

The research divulge a comprehensive of HR challenges in start-ups. Today companies are not only approaching business goals and they main focus is to attract best talent in the organization and retain it. Now-a-days start-ups should have cross cultural competencies in their organizations they should be communicate to their organizational goals to their employees.