



HR PRACTICES IN TODAY'S ERA

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ABSTRACT: - In today's era of modernize world, capital intensive technique is the foremost essential technique through which all the operational activities are done. It is the demand of time that maximum work in the organization and industries are done through the machineries but it cannot be denied that we also need human resources who can work on machineries and use all the techniques to operate the work. Human resources play a very vital role in every organization, and it is also very essential for the organizations managers to treat well their employees, should try to understand them. This research paper emphasis on the need of Human Resource Department in an organization and various HR practices taken into consideration by the HR in an organization for the smooth functioning of the organization.

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INTRODUCTION:-

Human resource is most significant part of any organization in today's world. There is lot of competition in today's time especially in the corporate world, MNC's, etc. Daily several people quit there job and daily several interviews are conducted in the organizations. Quitting the job is not an easy task for anybody. It is a very big decision for every person as his survival depends on the job he does. But sometimes it has been observed that due to organizational disputes, improper treatment of seniors and supervisors many workers leave their job. It is actually duty of HR department that they should try to maintain a cordial behaviour among the employees and try to keep a healthy relation between the employee and employer.

HUMAN RESOURCE MANAGEMENT

Human resource involves those entire people who work in a company into different departments responsible for their respective task. In the large enterprises, where the number of workers are

too large, the enterprises require a separate department known as HR department this department many expert personnel of the same field. Their actual job is to supervise the entire management of the organizations. HR department is the most essential part of the organizations in today's time. It is the HR of the company who recruits the different personnel in the organization according to their capabilities and assign them the work. HR of the company ensures and tries to maintain peace in the organization, handle all kinds of grievances of the employees, accepts their suggestions and tries to motivate them so as to increase their efficiency.

ROLE OF HR DEPARTMENT

- 1- Human Resource department designs and implements the all kinds of programmes policies.
- 2- HR managers identify the vacant job position in an organization and recruit for the same through internal and external sources both.
- 3- HR managers select the best competent, skilful personnel for the organization.
- 4- HR managers motivate the employees when needed, to increase their efficiency.
- 5 – HR managers decide the wages and salary for all the employees and also provide bonus and other incentives to the employees according to their work performances.
- 6- HR managers design the promotion plan for the employees.
- 7- HR managers help in reducing the conflict in the organization by maintaining peace and stability in the firm.
- 8- HR managers provide training sessions to the employees on the new and latest and updated technologies to the employees.
- 9- HR managers handle all the grievances and invites suggestion from the employees.
- 10- HR managers closely observe and analyse the job performance of all the employees.

HR PRACTICES IN TODAY'S ERA.

In this new era of competitive world, it sometimes becomes impossible to manage numerous employees at one point of time in an organization, hence the role of an HR manager is very significant at that point of time and for which HR department tries to make some kind of strategies for the smooth functioning of an organization. Some of the HR practices which are in trend now a days are as follows:-

- 1- Innovations of various kinds of new methods of doing the work, new learning methods, new ways of motivating the employees, recruiting the personnel and new innovative methods of providing training to employees have been generated.
- 2- Analysis of people is done at a great pace to understand the ability and talents, whereas analytic study is also done to understand the employee's mentality.
- 3- HR managers have started the new trend of employment wherein, people are hired from remote areas and a flexible schedule is designed such as part time job according to their own pace.
- 4 – Wellness apps are being adopted by the HR managers and employees are being encouraged to also use wellness apps so that an employee remains emotionally and physically well in order to perform well. Workers are being continuously monitored so that they take care of themselves.
- 5- Self service tools are being initiated for the employee so that they can record all their work themselves with the help of these tools.
- 6- Self learning tools are being initiated and are used to train the employees according to their pace. Companies are becoming modernized in training the employees about new concepts. These self learning tools help the employees to learn the things at their own speed by making the greater use of video and new micro learning tools.
- 7- Recruitment process has been made smarter to find the right people for the right job.
- 8- Biometric system has also been initiated to track the right time in and out time of the employees.



9- Digitalized rewards are being provided to the employees such as incentives are provided sometimes through e-cash by using e- portals like Google pay, pay tm, etc, and at times non cash monetary incentives are given by booking e-ticket of movies or a trip to some place.

10- Employee experience has been the major consideration now days, as almost all the companies' demand competent as well experience personnel.

CONCLUSION

HR practices in this era is very effective now a days as it lead the employees to the right direction, make them independent and new HR practices have been initiated by almost all the companies so as to modernize their work and employees too. These latest HR practices helps the HR department to access the employees performance in an indirect way.

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