



## ISSUES AND CHALLENGES OF HUMAN RESOURCE PRACTICES IN INDIA

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### ABSTRACT :

Human asset is the most basic one that has any kind of effect in an association's exhibition. For representatives to work for an association with intrigue and responsibility, the facts demonstrate that associations should put a powerful human asset the executives framework practically speaking. Human resources management practices are essential for retaining effective professionals in industries in India. Given the recruitment and retention reality of workers in the twenty-first century, the role of human resource management in industries should not be underestimated. Human resource management in companies has to function in a sector with some unique characteristics. The workforce is relatively large, diverse, and includes separate occupations. The powerful HR the board has improving the execution association Strategic arranging, including work spending plan and gauging, is tended to on account of the commitment of HRM to effective vital arranging in India.



**KEYWORDS :** Human Resources Management, Processes and Practices.

### INTRODUCTION

The practices are Human resource being used as a tool for meeting the objectives of the organization, rather than being restricted to the traditional approach. Human Resource Management is the way toward uniting individuals and associations with the goal that the objectives of each are met. This has developed as one of the significant elements of any undertaking. This implies centered HR arranging, enrollment, determination, arrangement, preparing, improvement, execution evaluation, pay organization, motivating forces, representative advantages, government managed savings, mechanical relations, worker complaints, aggregate haggling, faculty records and bookkeeping and numerous different fields straightforwardly or in a roundabout way identified with the executives of HR. HR can be connected to any movement of the tasks of an association, paying little mind to the business. The job of HRM as quickly talked about has diverse capacities in the human services the board these are including lawful and moral issues of the treatment, wellbeing and security of workers and patients, vocations in social insurance, worker's guilds in medicinal services, work examination and configuration, enrolling and choosing representatives, worker advantages, preparing and propelling workers, and firing workers.

Key arranging, including work spending plan and estimating, is tended to as a result of the commitment of HRM to effective key arranging. Clearly HR departments are evolving in our country. From an administrative perspective, the focus is now on a strategic outlook where talent HR professionals look at improving the work environment and plan out human resource needs. Managing Knowledge Workers Essentially, here we are looking at different kind of people who does not obey the principles of management for the traditional group. This boils down to higher educational

qualifications, taking up responsibilities at a lesser age and experience, high bargaining power due to the knowledge and skills in hand, high demand for the knowledge workers, and techno suaveness. The clear shift is seen in terms of organization career commitment to individualized career management. We have seen sectors like banking undergoing revolutionary changes enabled by technology. It is a huge challenge to bring in IT and other technology acceptance all levels in organizations. Competence of HR Managers As it is more and more accepted that lot of success of organizations depend on the human capital, this boils to recruiting the best, managing the best and retaining the best. Developing Leadership It is quite interesting to note that there is less importance given to developing leadership at the organizational level. Though leadership is discussed on basis of traits and certain qualities, at an organizational level it is more based on knowledge. The challenge is to develop individuals who have performance potential on basis of past record and knowledge based expertise in to business leaders by imparting them with the necessary "soft skills".

### **OBJECTS OF THE STUDY**

1. To evaluate the Human Resource Management procedures and practices in India.
2. To know the specific problems in HRM in India
3. To Study Issues and Challenges of Human Resource Practices in India
4. To give some recommendation based on study.

### **RESEARCH METHODOLOGY:**

In order to know the Human resource management practice of Hospitals in India, Data were collected through secondary data like Books, Journals, research thesis, News paper etc.

### **HUMAN RESOURCE MANAGEMENT**

Human resource management (HRM) is the management of an organizations workforce, or human resources. It is in charge of the fascination, determination, preparing, evaluation, and remunerating of workers, while likewise administering hierarchical authority and culture and guaranteeing consistence with business and work laws Naturally, the meaning of human asset the executives would be fragmented moving forward without any more clarifying what the terms of „human assets and „management. First and foremost, people in work organizations, endowed with a range of abilities, talents and attitudes, influence productivity, quality and profitability.

### **Competencies Of HRM**

Identification, Analysis and programming of the human resources and: It Includes Data collection, analysis, and determination of the overall human resources situation, availability, composition, structure, and distribution of human resources; the output of human resources by educational institutions..Preparation of a plan to procure the most appropriate human resources to meet the identified needs.

#### **➤ Staffing:**

Ensures that the health system obtains a sufficient supply of human resources in all the necessary occupational categories to meet its objectives, as budgetary resources permit. Includes personnel from the labour market, as well as personnel that is needed but not available in the labour market and who must be trained by educational institutions.

#### **➤ Performance management:**

Its objective is to optimize the productivity and quality of human resource performance in the health services. It includes interventions for performance management as such ways of organizing the work, technology management, formation of work teams, use of incentive systems and ways to evaluate this performance.

➤ **Labour relations and personnel administration:**

Ensures proper management of work contracts, remuneration systems, conditions for the social protection of workers which includes career appointments, incentive systems, relations between the employer and employees, collective working relationships – unions, collective bargaining and the search for effective communication modalities between administration and personnel, as well as ways to enable staff participation in key decisions that affect their performance with the resulting benefit to the population.

➤ **Development and Training:**

Ensures that all human resources in a health system are properly qualified and motivated. Includes interventions that range from the ongoing identification of educational needs, the definition of work competencies, curriculum development, instructional design, education, in the most effective and suitable modalities to meet the established objectives, and evaluation of the competencies acquired. It is a valuable strategy for improving performance and for changing the practices and attitudes of human resources.

## **Issues and Challenges of Human Resource Practices**

### **1. Shortage of gifted ability pool**

That is the issue associations appear to approach as the interest for experienced experts blossoms forward. The essentially purpose behind this is human capital flight or cerebrum channel. Consistently understudies are gotten from top Indian foundations for high flying dollar and euro occupations.

### **2. Catch them early**

The most ideal approach to defeat the mash in the ability pool is that associations' should enlist progressively qualified fresher's and train them with a long haul viewpoint. Right ability must be distinguished and sustained. This will guarantee that hierarchical objectives are synergized with individual aspirations.

### **3. More than compensation**

Despite the fact that pay might be the underlying motivation to switch over organizations however with regards to making a long haul duty, representatives are looking past the compensation bundles. Representatives constructed their recognition about a sound association based on its general work culture and the esteem the HR activities add to it. On the off chance that these activities mirror that the association "cares", they will unquestionably reconsider before proceeding onward. It is in this way urgent that the HR activities center around making the representatives feel genuinely esteemed in the association.

### **4. The drew in worker**

Representative commitment is a noteworthy "something to think about" in our occasions. With many top organizations losing a dominant part of its workers to its rivals, to yet others attempting to support their income figures radically high, corporate India today is continually embracing changed measures to escalate representative commitment.

### **5. Work life balance**

Hopefuls today settle on a choice on picking a specific association dependent on the work life balance lectured in the association. A solid work life balance straightforwardly impacts on the maintenance of top officials in any organization. Today there are numerous who might happily swear off a superior pay choice to invest quality energy with their family. The fundamental spotlight ought to subsequently be on understanding what is extremely critical to representatives and to exhibit a minding society through sound work-life balance.

## 6. Working hours

Spending additional hours at the workplace is by all accounts the most widely recognized thing in all fields in India today. It is accounted for that a normal Indian spends around nine to eleven hours consistently at office and regularly takes work home to wrap up. This is certainly not a solid situation. It will prompt weariness and worry among workers and will just mount to less gainful hours at the workplace.

## 7. Rewards and advancements

Great work and great execution ought not exclusively be empowered yet additionally recognized and compensated. An honor given at the ideal time, to the ideal individual for a commendable employment goes far in raising the lesson of the individual and turns into a wellspring of motivation for other people. Anyway it is a twofold edged blade, as in the reward given to a non meriting individual, outperforming an appropriate framework can prompt discouragement of many. Thus a test for HR is to have a secure determination criteria set up to guarantee that the prizes are reasonable and are through a straightforward framework.

## 8. Retention

Associations' needs to guarantee that the open doors gave to the workers are sufficiently worthwhile. Be it open door for vertical development, aggressive pay or better work life atmosphere. In the present unique economic situations, there are constantly worthwhile offers above water. Under these conditions it turns out to be considerably progressively essential that HR heads in Organizations guarantee that representatives see a long haul vocation movement and relationship with the organization.

## 9. Human methodology

Everything isn't just principles and guideline. Adaptability in usage of guidelines with a human methodology and sympathy is the key. Most of the work constrain in many organizations today involves the more youthful strata. It is essential to comprehend and receive their necessities in the hierarchical atmosphere.

## 10. Encouragement of new thoughts

A representative isn't only a couple of hands, enlisted for a specific arrangement of occupations; he is additionally an ideating being, equipped for fresher and better ways. It is essential that a representative feels associated with all parts of the association. Building up a culture where a worker feels some portion of the framework and can express another thought will guarantee better representative commitment and maintainability. Today, bring forth and gathering thoughts from the aggregate insight inside an association will add to upper hand.

## 11. Compliance with Laws and Regulation

Keeping up with changing employment laws is a struggle for business owners. Many choose to ignore employment laws, believing they don't apply to their business. But doing so could mean audits, lawsuits, and possibly even the demise of your company.

## 12. Management Changes

As a business grows, its strategies, structure, and internal processes grow with it. Some employees have a hard time coping with these changes. A lot of companies experience decreased productivity and morale during periods of change.

### 13. Leadership Development

A recent study showed more than a third of companies are doing an average job, at best, at implementing leadership development programs. Thirty-six percent of companies surveyed in Brandon Hall Group's State of Leadership Development Study admitted that their leadership development practices are below average.

### 14. Workforce Training and Development

Investing in the training and development of lower-level employees is another common HR problem. Some businesses have trouble finding the resources to do so. Employees on the front lines are some of your hardest workers, and may not have the time to take a training course.

### 15. Adapting to Innovation

Technology is constantly changing. Businesses must be quick to adapt, or risk being left in the dust by their competitors. The challenge for small business owners is getting employees to embrace innovation and learn new technology.

## CONCLUSIONS

The examination experiences the difficulties in connection to HRM. These difficulties are absence of staff fulfillment, absence of responsibility and commencement, absence of solidarity, poor working condition, under staffing, absence of gifted labor, high turnover, non-attendance and struggle among staff individuals are the fundamental provokes looked by chiefs in connection to HRM, which would have been tended to by setting up productive and impact HRM rehearses. The management of human resources is essential to enable the delivery of efficient and effective in companies in India. The study shows that human resources management has a strong impact on quality of work, and most of literatures show the importance of human resources management to achieve the goals of organizations, and emphasize to develop the performance of staff through periodic training in order to improve the quality of work.

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