

# Human Resource Management: The Emerging Challenges in the India

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**Abstract**—This paper highlights the emerging challenges faced by human resource managers in India. The HR managers today face many challenges like technological, globalization, political and legal challenges. All these challenges increase the pressure on HR managers to attract, retain and nurture qualified employee. Today organizations emphasize on attracting human capital rather than financial capital. Therefore responsibility of HR managers increase in current scenario.

The following research study which is based on secondary data will put major emphasize on challenges faced by HR managers in India and how to overcome with these challenges.

**Keywords:** Human Resource Management, Challenges, technological, globalization, India

## 1. INTRODUCTION

Kautilya's "Artha Shastra", which is known as world's first management book, deals with all the different aspects of Human Resource Management (HRM). HRM was a simple procedure and workforce divided into "Shrenis" in the ancient India. But now, HRM has become a challenging task because of the rapidly changes in business environment. Challenges faced by HR managers in India is very different from challenges faced in the West.

## 2. CHALLENGES FACED BY HR MANAGERS IN INDIA

Today HR managers face following challenges in current business environment in India:

- Recruitment and Retention of Qualified Staff
- Workplace Diversity
- Managing Technological Challenges
- Globalization of Business
- Political and Legal Challenges

### 2.1. Recruitment and Retention of Qualified Staff

Recruiting and retaining a creative, productive, highly motivated and fully engaged workforce for the organization is one of the greatest challenges facing by HR managers. According to a Walters People survey of 1000+ employees,

employee satisfaction and retention of valuable staff are the top HR challenges for 2016. Growth of the organization is totally depend on their qualified talent. Without this talent, organizations are unable to achieve their goal. The cost of losing a valuable worker is high both in terms of lost productivity and money spent on that worker, as well as doing the same for his replacement.

### 2.2. Workplace Diversity

Workplace diversity means variety of differences between people in an organization. It includes work experience, religious beliefs, race, gender, income, physical abilities, language, casteism, geographic location, education, sexual orientation, age, politics and more. Diversity not only involves how people perceive themselves, but how they perceive others. It affects functions of the organization. It is a big challenge for HR managers to manage diversity at workplace. If they recognize and manage it successfully the organizations can achieve their goals more quickly, otherwise they lost their talents.

### 2.3. Managing Technological Challenges

In today's fast-paced environment every organization seeks to improve their management system with the use of advanced technology. This thing keeps the organization one step ahead with their competitors. But it increase efficiency and cost-effectiveness pressure on their HR manager. On the other hand technical changes can be create a fear in employees who imagine that their work within the company will be replaced by a machine. To combat this resistance of employees and trained them according to the new technology is another challenging task of HR manager.

### 2.4. Globalization of Business

Globalization means a process by which regional culture, economies and societies have become joined through a global network of trade, transportation and communication. In early 1990s, after adopting Liberalization, Privatization and Globalization (LPG model) by India, Indian economy has become fastest growing economy. Today HR managers are not dependent on a small limited market to find the right

employees, they can recruit the employees from around the world. When business operates globally, HR manager faces unfamiliar languages, laws, practices, attitudes, management styles, competitions, work ethics, diverse culture of workforce etc. challenges.

### 2.5. Political and Legal Challenges

India is the seventh largest democracy in the world and there is a large number of political parties. If political parties, rules and regulations changed in the country then it the duty of HR managers to take necessary actions according to these changes within the organization. It became a very difficult task for HR managers when there is unstable political and legal system in the country. The government of India has changed many time since 1996. To face this instability or changes in India is a big challenge for HR managers.

### 3. STRATEGIES FOR DEALING WITH THESE CHALLENGES

- Hiring the right people to begin with. The Wall Street Journal suggested that select candidates carefully, not just to ensure they have the right skills but also that they fit well with the company culture, managers and co-workers.
- Paying employees the fair wages for their work. Wages are based on skill and experience of the employee, supply and demand, geographical location etc.
- Provide a comfortable work environment.
- Recognize and reward employees
- Arrange a training program for employees who are not familiar with diversity.
- HR managers need to make sure that communication and information distribution is transparent when dealing with diversity.
- Togetherness helps employees cooperate more effectively. So, encourage employees for doing work in diverse group.
- In the current scenario technology has changed everything. So, latest equipment and technology should be purchased by the organization.
- HR manager convince employees about their worth and meaningful place within the organization and by helping them to see the technology as an aid.
- Trained the employees before implementing technical changes in the workplace.
- Change HR strategy according to changing economy.

### 4. CONCLUSION

Human resource is a truly assets of any organization. So, the role of HR manager is most important. This task is becoming more challenging day by day in India's throat-cut market competition. Organization that do not put their emphasis on attracting and retaining talents may find themselves in dire consequences.

Today organizations must become more agile, customer focused, resilient and adaptable to succeed. In the present era, the HR manager must learn how to manage effectively through planning, organizing, directing and controlling the human resources. By applying advanced analytical techniques on the data, HR managers will get business insight, predict changes, and make informed decisions at operational and strategic levels.

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