

**Impact
Factor
3.025**

ISSN 2349-638x

Refereed And Indexed Journal

**AAYUSHI
INTERNATIONAL
INTERDISCIPLINARY
RESEARCH JOURNAL
(AIIRJ)**

Monthly Publish Journal

VOL-IV

ISSUE-V

MAY

2017

Address

• Vikram Nagar, Boudhi Chouk, Latur.
• Tq. Latur, Dis. Latur 413512 (MS.)
• (+91) 9922455749, (+91) 9158387437

Email

• aaiirjpramod@gmail.com
• aayushijournal@gmail.com

Website

• www.aiirjournal.com

CHIEF EDITOR – PRAMOD PRAKASHRAO TANDALE

Challenges And Prospects Of Human Resource Management In India**Dr. Khandu Mahadu Kotwal**

Kankavli College, Kankavli,

Dist. Sindhudurg – 416602.

Mob. 9420741427

I. Abstract :

Human Resource Management plays an important role in uplift and triggering the entrepreneurial spirit in a society. The rapid trend of globalization and technological changes have made difficult for organizations to survive in the competitive world. As a result the importance of Human Resource Management has increased many folds. Human resource as an asset of the organization as well as the country. The significance of Human Resource Management is essential for today's organizations, the business firms. In future managers with the emerging trends to management skills to face the challenges of dynamic world.

II. Introduction :

Peter Drucker says that, "Management is the multipurpose organ that manages a business, managers and manages workers and work".

Human resource management considered as the total knowledge, skills, creative liabilities, talents and aptitudes of an organizations work force. Without appropriate human resources, no business or organization can exit and grow. HRM is system that focuses on human resource development and effective management of people. Human resource must act as a catalyst and exemplar, who directs all the aspects of managing manpower, human resource development, counseling, industrial relations, welfare activities. India has ample human resources. The people has good excellence, industries and organizations have potential for development, but the managers have a challenge how to make the consonance among the various departments. Today's managers have to concentrate their mind on development of human resource, prepare strategies for use their potentials, grab an opportunities and develop the organizations.

III. Importance Of Human Resource Management:

The management education institutions and training institutions need to strive to achieve balance between the opportunities and recruitment. It also needs to maintain their standard of excellence by paying attention of quality. Trained managers are playing a vital role in the current economy; their multi dimension skills are helpful to develop the organization. It is said that, 20th century belonged to the western while 21st century is set to belong to Asia. India is the main player. The development of country depends upon the quality of human resources. The arrival of the global village and international inter dependence has brought both challenges and opportunities before the Indian economy.

IV. Objectives Of The Study :

- i) To find out present situation of Human Resource Management in India.
- ii) To find out the implication of Human Resource Management policy in India.

- iii) To find out the problems and difficulties in the development of Human Resource Management.
- iv) To suggest remedies for overcome the problems in HRM in India.

V. Problems And Difficulties In The Development Of Hrm :

1) Human Resource Management Policy :

We have separate Human Resource Management Ministry. For the development of HRM it prepares plans and policies. But it has no appropriate planning and its implementation. This department has no availability of an accurate data towards the jobless people, needy people and availability of employment opportunities. So day by day India has facing the problem of unemployment. There is a wider gap between the actual plans and its implementation.

2) Management Education :

The current curriculum of management education does not teach the students in facing the challenges in business environment. It does not focus on the challenges arising out of rapid growing technology and the challenges involved in running on enterprise. Unfortunately, the best talent is going to industry, where salaries are lucrative. The management schools have no inefficient availability of specialized experts and qualified faculty.

3) Recruitment Procedure :

The organisations used the traditional procedure for recruiting the employees. The big industries and offices grab the intellectual and skillful candidates. So, the other firms have no alternate beside the remaining unskilled employees. The small and medium size organisations do not incurred heavy expenditure on recruitment. The proper and up-to-date procedure of recruitment is not followed by many organisations. Without skillful employees the organisations does not develop properly.

4) Lack of Training Facilities :

The quality of manpower is depending upon the number and quality of training programmes. In our country there is a lack of such facility. Only the big organisations are arranged the training programmes for imparting the training to its employees. As compare with the availability of manpower and the number of training institutions, the number of training institutions is very meager. In rural area there is scarcity of training programmes in HRM.

5) Lack of Healthy Environment :

The employees are working in an industries as well as in the offices minimum 8 hours in a day. They ensure 1/3 duration of their life in the organization. So, they requires healthy environment in the working place. Due to lack of enough internal facilities they become reluctant. As a result they loose their efficiency. It is wastage in human resources. Lack of resources, communication gap between the higher authority and the employees, traditional approach of the managers etc. are the major problems in the internal environment. All of these components affect on the organization.

6) Lack of Research and Development :

The scholar and intellectual candidates prefer jobs in industries and in abroad by attracting more salaries and additional benefits. The Indian cream and brain of human resource is importing by the western countries e.g. USA, UK, France, Russia, Germany, Italy, Japan and China. The professional faculties e.g. Researchers, scientists, medical practioners, managers, educational

experts etc. prefer jobs in the developed countries. As a result we loose our core talents and an efficient manpower.

7) Traditional Approach of the Manager :

The Indian managers are doing their task traditionally. They seems that, if the use of advanced technology in the organisation, it increases our responsibility. So they can not ready to change the management. The employee imitates or follows their leaders. Then they also become negative minded. In case the organisation go through the traditional way, it can not be developed, so, they are not searching new concepts and innovations in management.

8) Ignorance towards Employees Development :

The employee requires various welfare facilities. But the employer is not ready to provide them extra facilities e.g. Transport, sanitation, lenion room, restaurant, medical service, bonus, extra payment for extra work, training, compensation, pension, provident fund, group insurance, entertainment, travelling allowance, daily allowance etc. In case the organisation does not provide sufficient facilities to them, then the employees become unsatisfied, it will impact on to reduce the efficiency of the workers as well as an organisation too.

9) Lack of Use of New Concepts and Innovations in Management :

In the developed countries the new concepts and innovations in management follows immediately in their organisations. But we are lagging behind to use such techniques e.g. Advanced technology, trainings, group discussions, workshops, seminars, interaction, meetings, principles of management etc. As compare to the developed countries we are lagging behind in innovative practices and new concepts used in management.

10) Lack of Loyalty and Commitment :

In our country in every sector we require supervisors. Without supervisor the employees are not working honestly. Our managers are lagging behind in imparting motivation, maintaining good relationship, counseling, co-ordination and co-operation etc. So, the worker has no loyalty and commitment on their work as well on the organisation. So, we cannot use available man power properly. The temporary workers have no security. So they perform the work as compare with how much daily wage they can get only?

VI) Suggestions For Overcome The Problems Or Difficulties In The Development Of Hrm :

1) Qualitative Management Education :

The current curriculum in management education should have to teach students in facing the challenges in business environment. It focuses on the challenges arising rapid growing technology and the challenges involved in running an enterprise. It is to be considered that the four pillars for effective management education are industry experience, consultancy experience, research experience and teaching experience. When facilities possess these four areas of experience and expertise, then it ensures qualitative management education.

2) Effective Training :

The education and training system in India about human resource management must be made 'Mass Education' rather than the 'Class Education'. Management training institutes endeavour must be to develop global manager of proper knowledge, attitude, skill, insight and foresight to meet the challenges of 21st century. So, there is need to send the faculties regularly for training

programmes to update their skills and abilities. The training institutes should have become sound and able for providing effective training. There is a need to impart the training to the authorities and employees in initial stage of his joining and at the time of emergency.

3) Responsibilities of HR Managers :

It is the responsibility of human resource manager to introduce and push forward the human resources philosophy through an organisation and to train educate other managers to faster and implement human resource approach. HR managers must ensure that the human resources must be developed in accordance with the thrust of the challenges of technological, technical and leadership requirements of the contemporary world. The HR managers should have to shoulder the responsibilities and accept the challenges e.g. globalization, competition, use of advanced technology etc.

4) Key Role of Manager :

Human resource manager is a key person in an organisation. He is the one who formulates human resource plans, policies and strategies. It is who provides directions for all the human resource activities and he ensures implementation of human resource plans, policies and strategies through the managers in various departments and various levels. The HR manager has to play role and concentrate activities on priority basis e.g. Recruitment, placement, training, other facilities and treatment given to the employees.

5) Positive Human Resource Approach :

There is a need to final good relationship among the authorities and the employees. As a human being the manager shall have to give good treatment and equal treatment to everybody. He should become a dynamic leader and win the mind of the employees, build up confidence among them, group dynamics and work culture etc. The positive philosophy of the HR manager helps to achieve the organizational goals and objectives. Then he will succeed to use the available manpower properly.

6) Change the Management :

Technological changes e.g. Computer revolution, introduction of microprocessor CNG machines in manufacturing operations, mechanization and automation of office operations, quick communication systems like satellite communication and facsimile introduction of Robots, electronic revolution such as other new departments have revolutionized the vital areas of business. Greater the technological development, greater skill and technical capability are required of people who operates obviously greater human approach to people would be required.

7) Application of Innovative Ideas :

According to the global scenario the innovative ideas and new concepts should included in management curriculum. It is necessary to adopt advanced techniques for optimum utilization of human resources e.g. Quality control, quality maintenance, quality assurance, quality circles, Just in Time (JIT), Kaizen, zero defect etc. These managerial techniques to teach to the employees. In Japan and the developed countries such techniques are followed immediately. The study of these techniques adds the knowledge, brain wash and motivates the human manpower. Then the organisation can prepare their own skilled manpower.

8) Skills Required in Future Global Management :

The global managers requires the management skills e.g. information management skill, information technology management skill, decision making in very dynamic environment, HRD skill, innovation, creativity, service sector management skills, time management skills, stress management skills, environment management skills, entrepreneurship, customers services management skills etc. The managers and the faculties should impart the skills among the employees through proper rapport, communication, seminars, workshops, group discussions, counseling, meetings etc. It will helpful to the organisation for develop the relationship and enrich the manpower development.

VII. Conculson:

There is strong need to focus management education and training globally. When the curriculum content is customized based on the market needs then the candidate will not face the problem of unemployment. Let us make Indian MBA on with global standards. We need to get out of the mindset of being copycats. We need to reinvent ourselves as leaders from being followers. To sum up it is vital to have holistic and integrated. The problem with us is to imitate the western management education bindly. By the time we take best of them. Let us be creative and innovative in preparation of curriculum and methodology of teaching. Management education colleges and management training institutes may improve their services through various quality programmes.

VIII. Self Opinion :

- i) Apt manpower policy should be prepared by the Human Resource Development Ministry.
- ii) Establishment of well equipped management training institutes.
- iii) Work with agencies to design educational training programmes meet the need of the Government, corporate, business and industries etc.
- iv) Change in the mentality of the Indian manpower e.g. application of loyalty, commitment, devotions etc. has to apply by the employees.
- v) Usage of principles of management in daily routine in every organisation, Government, corporate and private sectors etc.

“The success of management is to manage men tactfully”.

References :

- i) **Michael Y. P.** Human Resource Management and Human Relations, Himalaya Publishing House, Mumbai. 1996.
- ii) **Jadhav Namdevrao** Shivaji the Management Guru (Marathi) Rajmata Prakashan, Mumbai. 2011.
- iii) **Balaji R.** International Journal of Innovative Research in Science, Engineering and Technology, ISSN : 2319-8753, Vol. 2, Issue 4, April 2013, Page No. 1257 to 1262.
- iv) **Intellectap** Understanding Human Resource Challenges in the Indian Social Enterprise Sector, April 2012.
- v) **International Journal Research Review in Engineering Science and Technology**, ISSN : 2278-6643, Vol. 1, Issue 1, June 2012, Page No. 65 to 68.
- vi) **International Journal of Science, Engineering and Technology Research (IJSETR)**, ISSN : 2278-7798, Vol. 3, Issue 7, July 2014, Page No. 1964 to 1972.