



Recruit

Development

Reward

Research

Management

Skill

**HUMAN RESOURCE**

Education

Motivation

Performance

Evaluation

Training

Leadership

# **Human Resource Management In 21<sup>st</sup> Century**

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# Human Resource

- © **Human Resource refer to the individuals or personnel or workforce within an organisation responsible for performing the tasks given to them for the purpose of achievement of goals and objectives of the organisation**



# Human Resource Management

- ◎ **As a Process**
- ◎ **As a Technique**
- ◎ **As an Approach**



A word cloud visualization centered around the acronym 'HRM' and the full name 'HUMAN RESOURCE MANAGEMENT'. The words are arranged in various orientations and sizes, with 'HRM' and 'HUMAN RESOURCE MANAGEMENT' being the largest and most prominent. Other visible words include 'WORKFORCE', 'CAPABILITY', 'APTITUDES', 'CAREER', 'LABOR ORGANIZATION', 'TALENT', 'PROFICIENCIES', 'CAPABILITIES', 'SERVICE', 'PRO', 'TRAINING SKILLS', and 'PROPENSITY'. The background is dark with a glowing blue L-shaped graphic on the right side.

# Functions:

**Acquisition**

**Human  
Resource  
Planning**

**Job  
Analysis/  
Design**

**Training &  
Development**

**Motivation &  
Welfare**

# Challenges / Issues

- ◎ **Powerful changes in global economy have reshaped the whole strategies of HRM .**
- ◎ **Due to the dynamic environment, the relationship of employee-employer is also being reshaped and has made the organization change the way how to manage and motivate the employees.**





# Professional Enrichment

- **Professional development is concerned with providing employees opportunities to enhance their knowledge & Skills.**
- **Benefits for Employees**
- **Benefits for Organization**



# Globalization

- ◎ **Fiercely Competitive Environment**
- ◎ **Increased Need Of Knowledge Workers**



# Knowledge Based Economy

- Need to diversify the HRM strategies due to the knowledge-based economy and compete with the today's competitors and achieve competitive advantage.
- In knowledge-based economy, the focus is on both the effectiveness and efficiency.

K

KNOWLEDGE

E

EMPOWERS

Y

YOU



# Diversity

- ◎ **Gender**
- ◎ **Social Background**
- ◎ **Education etc.**
- ◎ **Although on one hand diversity creates big problem but in the long run, the survival & performance of the organization is flourished.**

*Diversity: the art of thinking independently together.*

*- Malcolm Forbes*



# Technology

- ◎ **Technology Developments**
- ◎ **Computerization**
- ◎ **Automation**
- ◎ **Training & Re-training employees has become need of hour.**

A scenic landscape featuring a dense forest of trees with golden-yellow foliage, likely during autumn, reflected in a calm body of water. The sky is a deep blue, and the overall scene is peaceful and natural.

The science of today is the  
technology of tomorrow.

*Edward Teller*

# Environment

**Politico-Legal**

**Socio-Cultural**

**Environment**

**Economic**

**Technological**

# Psycho-Social System

- ◎ **Apart from embracing technological changes , the organizations have to take into account changing psychological (Behavioral) needs of employees.**
- ◎ **Effective participation a must.**
- ◎ **“Democratic Humanistic” approach.**



# Training & Development

- ◎ **Skilled workers are the key to smooth functioning of organization.**
- ◎ **Training**
- ◎ **Acc. To GE Self Development – Best**
- ◎ **Anticipate future changes**

An organization's ability to  
**LEARN**, and translate that learning  
into **ACTION** rapidly is the ultimate

**COMPETITIVE  
ADVANTAGE.**

- Jack Welch, former  
General Electric CEO

**Human  
Resource  
Practices In 21<sup>st</sup>  
Century**

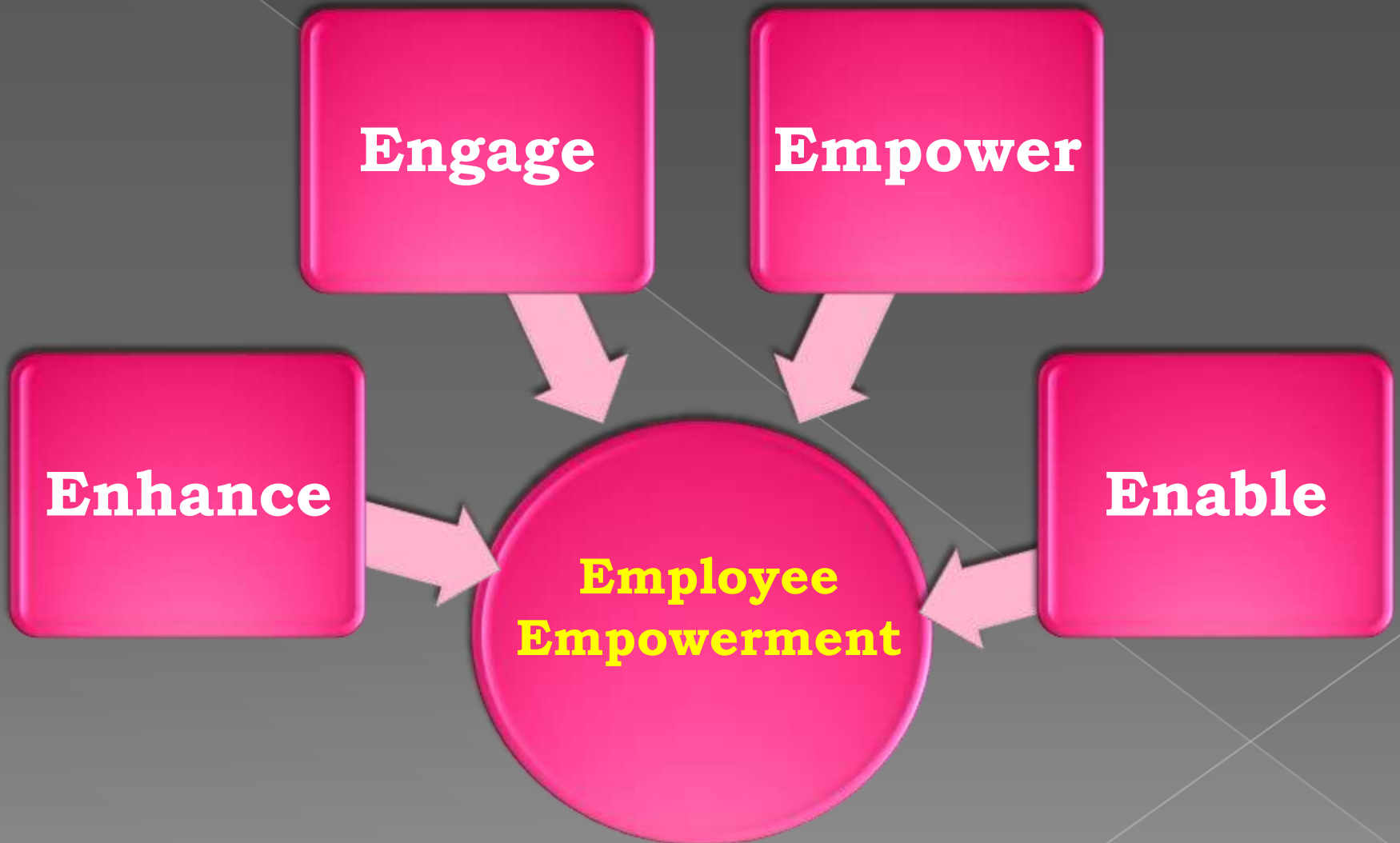
# Organizational Learning

- ◎ **Argyris Defines Organizational Learning As The Process Of "Detection And Correction Of Errors."**
- ◎ **Organizations' Learning Process Consists Of Four Major Steps :**
  - ◎ **1. Knowledge Acquisition**
  - ◎ **2. Knowledge Sharing**
  - ◎ **3. Knowledge Interpretation**
  - ◎ **4. Knowledge Implementation**

# Employee Empowerment

- ⊙ **Enabling the employees to openly share suggestions and ideas about their work and the organization as a whole.**
- ⊙ **Empowered employees are committed, loyal and conscientious.**
- ⊙ **Strong ambassadors of their organizations.**
- ⊙ **Process:**
  - **Open mindness**
  - **Foster open communication**
  - **Reward self-improvement**
  - **Clearly defined roles**
  - **Fixed accountability**

# 4 E's of Employee Empowerment



# Strategic HRM

- ◎ **Its includes following strategic roles:**
  - 1. Human Capital Developer**
  - 2. Functional Expert**
  - 3. Strategic Partner**
  - 4. HR Leader**
  - 5. Employee Advocate**

A diagram illustrating the SHRM Process. It features a central circle with the text "SHRM Process" in white. Surrounding this central circle are five smaller, rounded rectangular boxes, each containing a step of the process. The boxes are connected to the central circle by thin lines. The steps are: "Identify Sources of Competitive Advantage" (top), "Identify HRM Strategies" (top-right), "Implementing HR strategies" (bottom-right), "Monitor and Evaluation" (bottom-left), and "Scanning the Environment" (left).

Identify Sources of  
Competitive  
Advantage

Identify HRM  
Strategies

**SHRM**  
**Process**

Implementing  
HR strategies

Monitor and  
Evaluation

Scanning the  
Environment

# The Harvard Framework

- ◎ It advocates that for facing the challenges of HR , it is imperative for the organization to develop a viewpoint of “ how they wish to see employees involved in & developed by the enterprise”.



# Total Quality Management

- ◎ **Introduced by** Armand Feigenbaum
- ◎ **It integrates** Quality Development, Quality Maintenance & Quality Improvement.
- ◎ **Continuous process of improvement in effectiveness & efficiency of all elements of organization.**
- ◎ **Commitment by each & every one in the organization to improve quality.**



# Counseling

- ◎ **Counseling is the interaction between two individuals.**
- ◎ **According to Patterson** “counseling is the process involving interpersonal relationships between two persons the counselor helping the other person” .
- ◎ **In 21st century counseling practice is the useful option for organizations for training their employees.**

A lush green forest with a path leading through tall trees. The scene is filled with vibrant green foliage and sunlight filtering through the canopy. The path is a mix of grass and dirt, winding through the trees.

**Thank You!**