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A Model of Present Influencing Factors to Indian Human Resource Management

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Abstract: Human resource management is the concept of preplanned, centralized decision making process and it is different form older concepts like staffing and placement etc. People or HRM is the central power system of any organisation. In Industry we see there are four factors famous as '4-M' of management (Men, Money, Material, Machine), Men are one of the important factor of industrial scenario. HRM is still growing concept in India. As we know that India and Indian industry going through drastic changes from traditional to modern concept. HRM is going thorough different phases India. In India we see that there are vast differences at social, psychological and behavioral level. Here, we are going to explain the different factors that influence Indian HRM concept, like- recruitment, selection, training & development, personnel management, performance appraisal, promotion, transfer, organizational behaviour, industrial relation etc.

(Key Words-4-M, HRM, Organizational behaviour, Industrial Relation, Recruitment, Selection)

INTRODUCTION

In Indian PSU's 79 are running under loss and out of these 49 companies are sick. They are still following traditional method of management and running without co-ordination between management, employee and government. One important interesting fact that PSU's have most talented, technical and educated people but they fail to maintain growth and success (All India Radio-Akaswani news, 22 July 2014). Human Resource Management concept developed from older philosophical ideology about human being and different school of Human Resource Management thoughts. In India we see three different kind of organisation- Family owned business organisation, Public sector organisation and MNC's. The implementation of modern HRM practices in India had been started by these MNC's after 1991 liberalization. Indian organisation need one and exclusively own model of HRM for them. The change in business environment, focus on profitability through technological changes, organisational growth, intellectual changes etc that influence Indian organisation to adopt a new competitive mode (Devanna, fombrum, & Tchy, 1998). In India except 20% professional own organisation in rest 80% organization we see there is no proper model of HRM they fail to maintain HRM technique (Ulrich 1998). So we need to develop our own HRM model to short out problem face by Indian organisation PSU's, family own small business or large business enterprises.

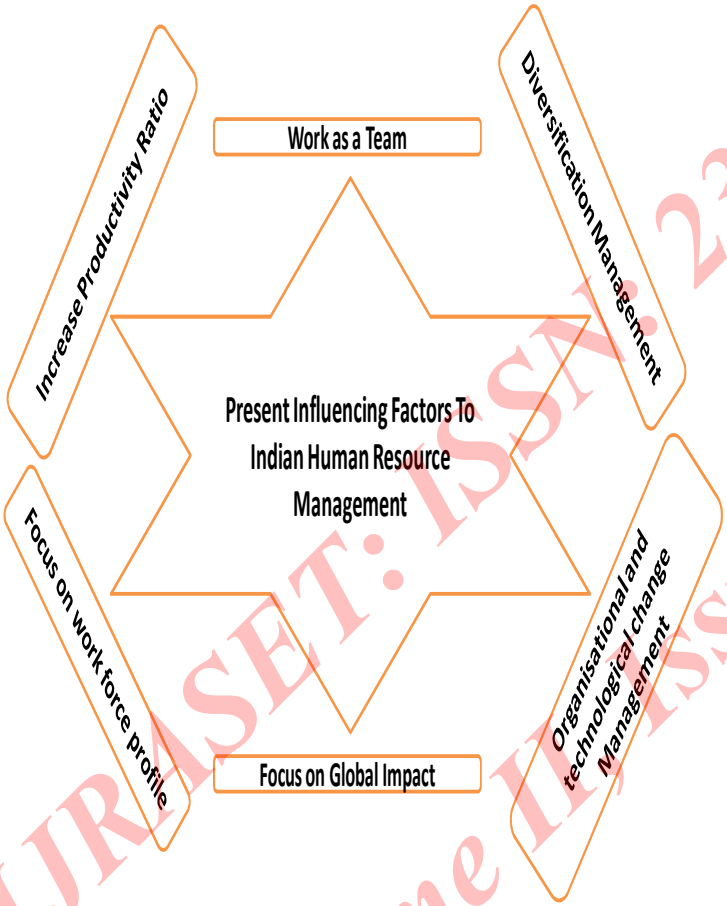
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Importance of HRM Model for Indian Organisation

In broader level we see that HRM has its importance in the sense of personnel management, productivity, co-ordination and further improvement both in human development and organisation development. Some other importance of HRM model for Indian organisation is as follows-



Present Influencing Factors to Indian Human Resource Management

1. Work as a Team: - Team works is position in which people come together to meet common goals. People in organisation can exchange important aspects of their job and experience which will accomplish their organizational goals. On other hand employee gets a chance to exchange information, views, opinions and techniques or ideas. By which we can improve the performance of a group. By team work employees' productivity is increased significantly. The concept of team work will help Indian organization in development of utilization of resources which we can see drastically absence from most PSUs and other family owned organizations

2. Diversification Management: - India is a vast county her we can see the language, culture and philosophical differences. In the era of globalization even these diversification increase so much. If Indian organisation really want to grow and want to compete to the MNCs' those are coming rapidly in India by the process of FDI or any other initiative. A better organization always focus on harmony in organisation and proper co-ordination between employee, without the diversification management process Indian organisation can't grow and even they will not able to compete with the other big organisation.

3. Organisational and Technological Change Management: - Technology change and organisational change these are two terms but closely related to each other or we can say that they are directly proportional to each other where is matter of change. By changing one other change simultaneously. After liberalization India moving towards labour intensive industry to technical intensive organisation, some latest example in the field of IT and automation Industry. It need complete personnel

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planning and implementation of change in organization in such a way to reduce employee's resistance and expenditure to organisation and directed toward effectiveness of organization.

4. Focus on Global Impact: - At present time Global impact plays vital role in Indian economy and HRM changes according to global impact. Present organisational systems are highly dynamic and changes rapidly. At present time organization need employee, skill, product and information at per global standard for their sustainability. There are so many foreign companies are coming in India with their own HRM process, it became so important to Indian organisation to set their organization HRM policy as per global standard. Now it is the time for Indian organisation to set think from global HRM perspective. On other hand there are so many Indian companies going abroad by FDI or merger and accusation or as an export and import firm. So, till now Indian organization to think such factors like international trade policy, custom and culture etc. before formulation their HRM policy.

5. Focus on Workforce Profile: - Indian workforce profile change is changing rapidly either in terms of demographic or technical and managerial skill need. We see after liberalization and globalization or after implementing modern technology in Indian organization the concept of work has been changed. Now work and process become more complex and dynamic, so from this point of view organisation need to focus on proper age mix and skill mix employee who ready to develop themselves continuously. We need workforce from global standard and who think from global perspective either in HRM or talent management. In present time talent management and retaining talent is become difficult task most of organization focusing on it. If Indian organization will not focus on talent management and talent acquisition then they will lacking behind the global companies and it will so difficult to survive them?

6. Increase Productivity Ratio: - In present scenario managing organisational and employee productivity is most important task to sustain in fluctuating environment. Indian companies are more volatile in nature because of different political, social and economical factors, so Indian organization need to maintain and design proper incentive plan by which each level of employee can get benefited. There must be proper counseling and development process to develop productivity, treat and give respect employee of each level as they get at international level. Employee productivity also influence by the some personal and professional reasons, so it became important to organization to provide proper guidance and support to employee. Some other initiation can be taken by Indian organizations are like proper method of appraisal, promotion, emotional support, sense of pride etc.

CONCLUSION

In India Human Resource management was first established by the British government before independence like royal commission on labour in India. The British concept of HRM was more focus on system and production oriented view. There certain change we seen after Second World War and independence. The systematic and effective HRM concept adopted by the PSU. After Independence we seen most of PSU established by government. Earlier we had seen specific focus on production and productivity focus. After 1991 liberalization now Indian HRM focusing more and more on improvement of employee working condition, freedom in life, works are moving

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more and more organized way. There are new concepts like TQM, JIT, 360 degree ect. has been developed so Indian organisation need establish norm and implement concepts at large level of small organizations, PSU and big MNCs.

Human Resource department should work as organized and equip with modern techniques. Each member or manager of organization should responsible for recruitment, selection, training & development of employee. HR manager specifically focus on employee satisfaction and development.

HRM must be associated with organisational objective and goal. Organisation should focus on social, cultural and technological development. So, the above mention model will help organizations to implement and understand modern HRM influencing factors.

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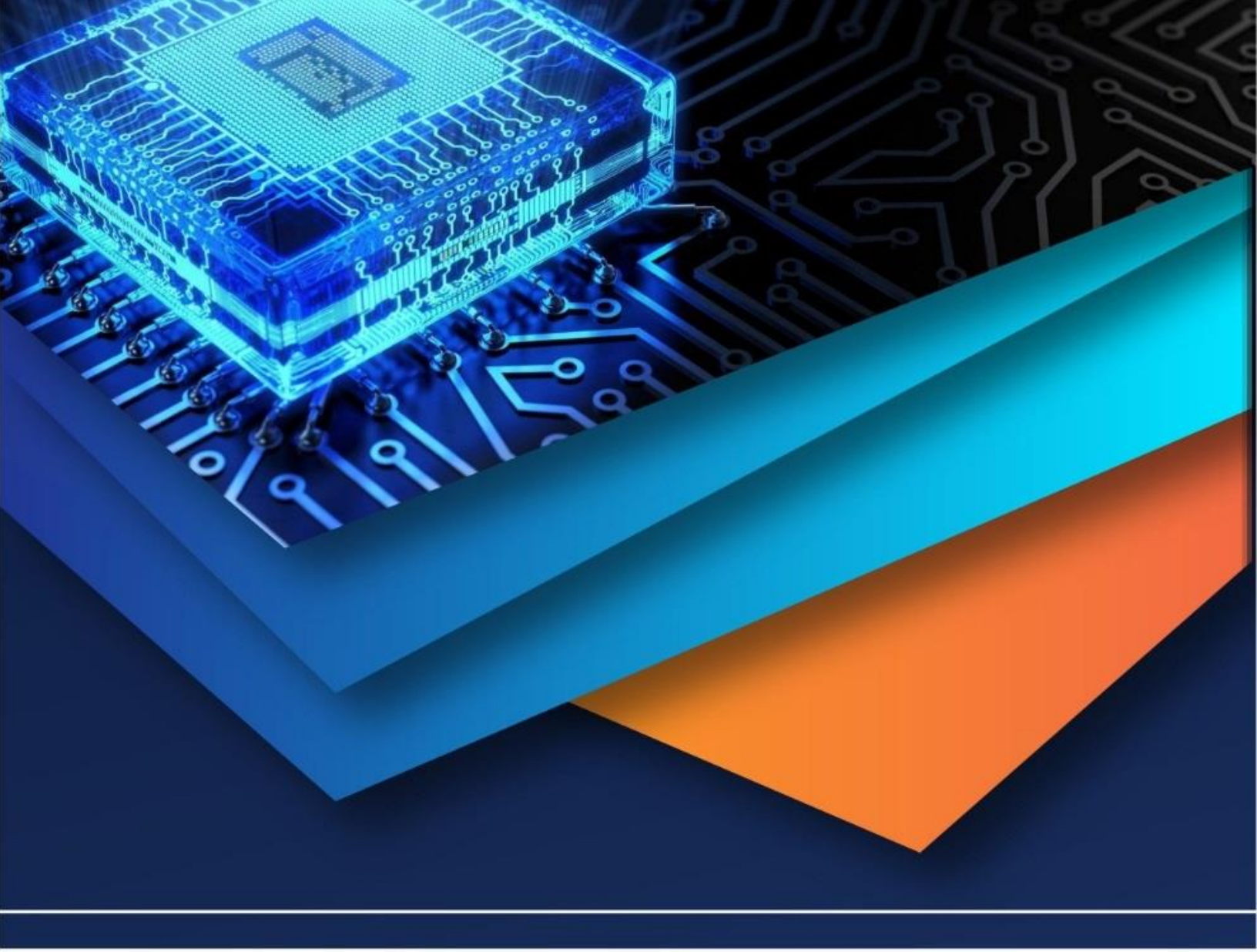
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