

Operative Human Resource Management as a tool for organizational success

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Abstract:

Human Resource is a very important input in the production matrix. It is a vital function within organizations that focuses on managing and maximizing the potential of employees to achieve the organization's goals. It includes man, materials, money, time, energy, information and infrastructure. These inputs are transformed by the process to get the output with feedback and control. Management involves the design and provision of an environment within groups and organizations so that the individuals and the groups and organizations can achieve their objectives by utilizing both human and material resources. Human resource management is one of the functional areas of management. The other functional areas are finance, marketing, production, research and development and innovation. It encompasses various activities, including recruitment, selection, training, performance management, compensation, and employee relations. Human resource management consists of personnel management, industrial relations management and employee welfare management. HRM aims to create a conducive work environment, align individual goals with organizational objectives, and ensure the well-being and development of employees while complying with laws and regulations. Effective HRM practices contribute significantly to an organization's success by nurturing talent, fostering a positive workplace culture, and optimizing human capital. In present day, human resource management has become very important as a tool for organizational success.

Keywords: HRM Practices, Human Resource Management, Organizational Success, Management.

Introduction:

Human Resource Management was basically known as people management. In the past,

its role was limited. Within any company or organization, HRM is a formal way of managing people. It is a fundamental part of any organization and its management. The main responsibilities of the personnel department include hiring ,training, evaluating, and compensation of employees. The human resources department deals with any issues facing the staff in their working capacity within an organization. HR is concerned with specific work practices and how they affect the organization's performance.

In present days Human Resources Management deals with:

- Anything related to managing people within a company or organization. This means decisions, strategies, principles, operations, practices, functions, activities, and the methods used to manage employees.
- The type of relationships people has in their places of employment and anything that affects those relationships in a positive or negative way.
- Ensuring that employees are satisfied with the conditions of their employment. This leads to better services and production of goods and helps the company's success.

The Primary contributory area to organizational success is the management. Business success in Market is completely dependent on the optimal utilization resources such as the Marketing resources, financial resources, material resources, and human resources. It is the combination of these resources to achieve desired goal. However, the most significant and complex component for the attainment of organizational success is the human resource. HRM refers to the strategic approach organizations take to effectively manage their most valuable assets, it encompasses a wide range of functions and activities aimed at maximizing employee performance, aligning individual goals with organizational objectives.

The concept of human resource, refers to the managerial, scientific, technical, and other skills which are developed and employed in creating, designing and developing organization and in managing and operating productive and service enterprise and the economic institution. Human resource is composed of individual working for an organization, employed these days as temporary staff or contracted staff but collectively making up the most important of organizational resources. Therefore, an organization must have the right number and types of employees who must be managed in such a way that they will be able to achieve their personal and organizational objectives.

Perspectives of Human Resource Management and the Human Resource Management Function

Human Resource Management Function

HRM serves as a backbone for any organization, the proper functioning of the HRM can make or break your company. With the smooth HRM Functions, the business flow is stable and employees working toward common goal. As the HRM functions are designed to recruit and maintain workforce, the functions in place the HRs are enabled for getting the recruitment right. HRM and its

- functions are universal and are applicable in any organization regardless of the size, scope or the industry of business. Functions of HRM includes:
 - Jobs Design and job analysis
 - Recruitment
 - Training and Development
 - Performance Appraisal
 - Employee Relation

Jobs Design and job analysis:

The main human resource management function is to deal with job design and job analysis. Job design is the process of duties and responsibilities and course of educating them about the operations of the job. It is essential for every organization for selecting right candidate for suitable job. Then potential employee fulfill the requirements. For an employee to perform satisfactorily, his or her skills, abilities and motives to perform the job must match the job requirements. A mismatch may steer to poor performance, absenteeism, turnover, and other problem. In Job analysis it involves the day to day functions required to smooth functioning of a job. It helps in job description, determining job specifications, set standards and establishing training and development programs.

Recruitment:

It is primary function that HR manager, it is the process of finding screening hiring, onboarding qualified candidate, it is the responsibility of HR Manager to identify efficient and qualified candidate who can help in achieving objectives of organization.

HR Manager identified suitable candidates for the organization and starts selection process, in this process identifying an individual from a pool of job applicants with requisite qualification to fill vacancy. The term selection is connotation of placing right person in the right job.

Training and Development:

In HRM, a system of employee education is referred as training and development, it is the process of acquiring knowledge, skill and attitude that help employee job performance and future growth. It contains various resources, guidelines and exercise to enhance employee performance. Organization growth is closely related to the development of its humans in organization. When employees fail to grow and develop in their work it is adversely affect to organizational development. employee development do not give guarantee organization success but these program help expanding organizations.

Performance Appraisal:

Performance Appraisal is a systematic and periodic evaluation of individual work performance against the established requirement of the job. In organization there is need to understand the abilities of employees to perform and grow. Performance appraisal act as basic tool to check the development opportunities for the employees. It is evaluation of employee strength and weakness, relative worth to the organization and future development. Performance Appraisals are designed by Human Resource departments as a way for employees to develop in their careers. They provide individuals with feedback on their performance, ensuring that employees are managing and meeting the goals expected. Performance appraisal helps employees and their managers create a plan for employee development through training and increased responsibilities. PA is not only yearly process but it is frequent conversations between managers and employees and develop strong relationship among them.

Employee Relation:

Employee relations is the relationship between employee and employee, it has both practical and theoretical applications. Organizations have teams for maintaining and improving employee relations. Employee relations builds of positive relationship among employees and employees and it helps in building in benefits and policies to create a healthy workplace. But in global era its own challenges with regards to coordination of workforce that may be working in flexi hours and which need to access to the workplace under safe conditions. To overcome these challenges organization must opt create employee relations strategy, to know employee feedback, ensure compliance etc.

Role of the Human Resource Department:

The primary role of personnel department is to ensure that the organization's human resources are utilized and managed as effectively as possible to acquire and retain an organizations human resource, personnel administrators perform various roles, to create and implements policy, offer advice, provide services and control personnel programs and procedures.

Creates and Implement Policy: Policies are act as guides to management thinking and

they help management achieve the organizational objectives. The top personnel officials are generally responsible for policy making. The policy should not be formulated alone but must also be implemented into the organisation and this function is also carried out by the personnel department.

Advisory role: Over few decades, management has become increasingly complex. A restrictive legal environment, enhancement in technologies, knowledgeable labour force, and demand by labour, more “socially responsible activities” as a few of the pressures felt by managers. To cope with complex issues, managers often turn to experts for advice and counselling. The human resource manager should be able to function as an advisor role to the different departments related to human resources. This includes working with the department head in devising policies and procedures.

Role as Leader: To perform human resource department functions effectively, it needs to have a leader who is having good knowledge in human resource activities. Leader must be familiar with need of the business and able to work fellow workers and line managers. In any organization, on a daily basis, line managers face a wide range of problems pertaining to personnel management. This is where a personnel manager steps in and offers advice on such matters since he is familiar with the laws and practices that surround human resources

Introducing Policies: Initiating policies is main function of personnel managers. Introducing policies and developing them are two important tasks of a personnel manager. He assists the senior management in creating policies relating to personnel management, salary, bonus, welfare activities, transfers, working environment, records, and appraisals.

Challenges, Issues and Trend:

In recent days the personnel department's well-deserved prestige is the result of the immeasurable responsibilities undertaken by personnel managers. Today, many problems and issues that have traditionally been the responsibility of the personnel department remain so. Examples are the recruitment, selection, orientation and training of high-quality personnel, job analysis and job evaluation, labour relations and employee appraisal systems. Current problems and issues have created a new era of professionalism in personnel management. Some of these problems and issues are productive improvements, the quality of working life, safety and health, equal employment opportunity and the increase in computer usage

Conclusion:

The issue of human resource management as a tool for achievement of goals and objectives of any organization cannot be over-emphasized. It is imperative, therefore, that for human resource managers to fully achieve the goals and objectives of any organization, both the organization and the employees must come to terms with regard to what would be beneficial to both. Since an organisation does not exist in vacuum, it has to employ personnel to achieve its set objectives and this is what human resources management is all about. Management involves working with and through people to accomplish organizational goals and objectives. The head of management is concerned with systematic co-ordination of affairs. It is aimed at utilizing available resources to attain the goals and objectives of the organisation. Of all resources available to the organisation, human resources enjoy primacy of position because without it, all other resources will remain idle. From this research study, it can be deduced that human resource department must be seen as a pivotal unit in facilitating competitive advantage. It is imperative that the human resource department serves as a communication link between the stakeholders, management and employees in a business organisation. It should be managed by well-trained human resource managers.

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