

Emerging Trends in Human Resource

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Abstract

In the modern management Human resource plays an important role to bring the changes and development. In the new technology new methods of recruiting, offering and providing training to the candidates has started. The main intention of this paper is the implementation of information technology tools in the practices of Human resources. In the present situation, that too in this competitive technological world, the HR professionals using the new changes in positive manner for the development of the organizations. The modern HR ensure the employees through learning future career growth. HR department can use social media for recruitment.

At present situation we can notice work force diversity that ensures the growth of the organization in a positive ways. HR has trained the people in such a manner to that work diversity brings development rather than creating the conflicts. HRM specialists carefully identifies the skills, ability and knowledge levels of the candidates and by implementing the programmes to maintain gaps of the skills.

The modern HR department with proper planning hires the contingent workers for the shorter period and responsible for the strategic decisions. HR department provides the opportunities for employees to work at home by paying the salary hour basis, daily basis or weekly basis for the on time completion of work with good quality. HR trains the employees in to maintain the confidentiality information through training. The modern HR ensure the employees through learning future career growth. HR department can use social media for recruitment.

KEYWORDS: Technology, development, opportunities, Training, Social media, recruitment.

Introduction:

Human resource management main objectives are bringing the people and organisation together for the achievement and overall success. HR is the basic foundation for the smooth function of organisation. In the previous days, most of the people used to work from morning to till evening and busy only in their work and unable to spend the time others like friends, family members etc., In the HR sector there are lot changes we can notice. The main intention of the HR sector are the satisfaction of the employees and involvement of employees. The rapid changes in the economic, social and technological brings influence on HR sector. Motivating employees through compensation and practices of benefits.

The role of HR changes because of the changes in technology and global market. HR plays an important role in maintenance of personal files, process of hiring, supporting the organisation for the responsibilities of administration. The HR professionals plays an important role in update the knowledge of the employees to face the challenges in the competitive world for the better future. HRIS can also

support various HR practices such as workforce planning, staffing, compensation programs, salary forecasts, employee relations.

Hotel sector has shown the priority for the efficient work force and quality the implementation of digital HRM practices. Through internet, the people can get the information from updated data of the availability of rooms, category of rooms and location of the hotel according to the choices as well as option of people. Hence the hotel sector can recruit the employees those they well updated and to face the challenging needs of the present scenario.

When the people wants to go for different tourist places through the package system the updated data available through different websites related to the facilities of hotels pick and drop transportation facilities in that particular places.

Some of the organizations brings the flexible work schedule according to benefits of the employees and provides the opportunities to work in a comfortable zone. Maintenance of current highly skilled workers and development of the new workers through updated training.

HR plays an important role with high responsibilities while hiring the contingent workers for shorter period of time. Instead of full time employees the people who are the external service providers works for the company with best quality of work for the completion of the tasks. By employing the contingent work force organisations can save valuable time and money without much complications. Social media brings lot of changes the working hours of workers. The technological advancements like computerised systems helps to HR in such a manner to maintain the confidentiality of information and helps to handle in a smooth manner.

Some of the HR practices are:

MANAGEMENT INFORMATION SYSTEMS (MIS)

MIS helps to assist mangers and professional workers to process the huge amounts of data. It helps to give the proper guidelines for different hierarchy of management to give the best performance.

HUMAN RESOURCES INFORMATION SYSTEMS (HRIS)

HRIS helps to assist for proper planning, decision making and administrative works and monitor the HR activities. It enhances the for recruitment process through the online job advertisements, online job cv databases, skill databases tc., For the reduction of manual work load and maintenance of HR records the implementation of HRIS technology.

Some of the applications used in HRIS are

Personnel Administration	Salary administration	Recording Leave or Absent	E mail pass word	Performance	Medical History
To add new employee to the organization		Biometric system			
To edit information of the employee					
To search employee					

department					
Less Paper work					

WORK LIFE BALANCE CONCEPT

It mainly involves the giving importance between the professional and personal life. The employees can maintain the career as well personal life. It makes quality in their performance level.

TALENT MANAGEMENT

It creates the goal of high performance that meets the objectives of the organisation.

Review Literature:

Tang et al. (1987) stated that the key to the effective planning of manpower and improvement of people productivity is an effective HRIS. It is only through correct data/information that an organisation can predict and make HR policies for the organisation. The research examined the impact of computer technology while maintaining HR records in terms of cost, accuracy, speed, duplication and difficulty in analyzing.

Greer et al. (1999, Book: Gender and Entrepreneurship) found the role of outsourced HR operations, with an empirical rationale for the reason why firms choose to outsource the HR functions. Outsourcing human resources function was found to be both a strategic and operational choice, and relationships with outsource partners were, found to embolden the human resource value chain.

According to Chattopadhyay et al., 2001 environment threat pose serious problems for MNCs by therefore, they must be innovative and react swiftly by adopting new methods or processes. These threats could come from social and environmental pressures with the advancement in technology, leaving managers with no other options than to seek new innovations (Pfeffer, 1997).

Statement of the problem:

Organizations should be ready face the changes and challenges. Organizations capable of handling the situation of uncertainties. Keep on updating the employees through training and implementation of technology according to the new changes.

Objectives of the study:

- To understand the benefits of digitalization in HR practices
- To understand the HRM changing roles for the support of strategies of organization.
- To evaluate the HRM growth through digitalization.
- To study the influence of digitalization in Hotel sector

Research Methodology:

The study covers primary data as well as secondary dat. The primary data through focus groups in hotel sector working as a hotel managers and transportation companies. Secondary data which is collected by articles books and internet about the digitalization, Human resource management in Hotel sector.

Data Analysis and Interpretation:

Data has collected through quantitative research through surveys. Collected data from groups of people. According to them recruiting the proper employees, providing the training employees have got complete satisfaction in their performance and handle challenges. Training helped them to motivate, support and to bring the positive attitude and handle in a proper manner. They got experience of to bring the quality in their profession. They are able face the tough situation after the training. They learnt time-management skills. They started to perform with proper preparation.

Limitations:

Organizations will experience higher risks and uncertainties. The organizations should be more and more flexible. Organizations has to face more challenges. Recruiting competent people is very difficult because of the job mobility at global level.

Finding suggestions:

HR brings the changes through training and update the knowledge thorough adopting digitalization for the success of the organization as well development of the employees. In this competitive world HR plays an important role through proper recruitment process and enhance through training brings the positive changes.

Conclusion:

Because of the emerging trends in HR, the HR department should treat human as an asset and equal treatment for all kinds of employees and makes them in such a way to achieve the objectives of the organisation. In this competitive world the organizations has dependent on HR for the success.

HRIS is an used to collect, store and evaluate the information related to an organization's human resources' comprising of databases, computer applications, hardware and software necessary to collect, record, store, manage, deliver, present and manipulate data for human resources function. The HRIS helps to take the proper decision making process

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