



SOVERIGNTY OF HUMAN RESOURCE MANAGEMENT ON ORGANIZATION EFFECTIVENESS AND DEVELOPMENT

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Introduction:

Human Resource Management is a critical function in both the corporate and public sectors. The process addresses several operational objectives, including recruitment, providing proper training to the employee, selecting the employee, assessing the employee, motivating and maintaining a proper relationship with the employee, and ensuring the welfare and health of the employees in the organisation through laws enacted by the relevant state and country. Human resource management is the process through which an organisation makes use of its limited skilled staff. The fundamental goal is to make the most use of the organization's existing human resources. One of the primary goals of human resource management in the firm is to offer employees with a good working environment. The actions that promote the employee's dignity and growth in the organisation are referred to as the quality of work life. It enables employees to collaborate inside the organisation and the activities, adjustments, and improvements required for goal achievement, improving quality of life, and increasing organisational effectiveness.

The purpose of this paper is to discuss the effects of human resource management on organisational performance and development. In recent times, organisations have focused not just on employees for work-related aspects, but also on an employee's overall well-being. Human resource management is comprised of four major functions they are Human resource acquisition, development, maintenance, and motivation. These are the fundamental elements or critical stages that assist an organization in achieving its objectives. It is a truth that the employee's life cannot be compartmentalised and that any disruption in the employee's personal life will disrupt the professional life as well. As a result, human resource management works for the overall growth of the employee by minimising stress and providing a healthy work environment.

Significance of the Research:

Human resource management's tasks and responsibilities are primarily focused on the design, planning, development, and management of policies for the effective utilisation of the organization's human resources. Human Resource management's main goals are effective utilisation of resources by providing a productive atmosphere, and individual growth. HRM functional areas include workforce planning, staffing, development, and employee retention. As a consequence, an organization's human resource management has a greater range of functionality. Human resource planning is the most important part of human resource management in an organisation. The planning process primarily entails the design and formulation of strategies for managing and controlling the workforce. The personnel required for the productive output is also determined by the planning. However, the factors that build the professional aspect of employees dominate the majority of planning. Professional development is necessary for both people and organisations. Human resource management provides educational programmes and training to the workforce, which aids in understanding of the task, profession, and career growth opportunities. Besides that, the human resource management system offers options for personal and professional development such as individual higher education, training, and help. The HR management department takes the lead in designing the employee communication system. Employee communication is improved by training programmes and contact in the workplace. Employees are developing a good communication strategy in the context of corporate communication, which aids in professional development.

Scope of the Research:

The scope of the research is restricted to the investigation of the impact of the higher performance work practices on the organizational performance. Human resource management is concerned with the acquisition, development, remuneration, retention, and utilisation of human resources. HRD is concerned with the development of human resources in order to make the best use of these resources in order to achieve individual, group, and organisational goals. Appropriately, the scope of HRM has expanded, and HRD is now an integral part of HRM. HRD, in fact, aids in the efficient management of human resources. The scope of HRD extends to all HRM functions. HRD encompasses a wide range of activities. Recruiting individuals within the parameters and obligations of human resource development. Choosing employees with development potential in order to meet current and future organisational needs.

Research Methodology:

The explanatory research design will be used in this study. The explanatory study design examines the variables' causal relationship. The effect of the independent variable on the dependent variable will be explored. The current research study's nature and objectives necessitate the use of an explanatory research design. The causal relationship between high-performance human resource work practises and their impact on organisational performance will be assessed. In order to determine whether high-performance human resource work practises have a significant and positive impact on organisational performance, quantitative data analysis will be used. As a result, quantitative research is best suited to support the nature and purpose of the study in such case.

Literature Review:

Manmeet Kumar Siras & Deepika Sharma (2019) in their study said that the key differentiator on anything any company does is fundamentally the people, and I think that people tend to forget that they are the most important asset. **Odor (2018)** in his paper, studied that, Environmental dynamism may drive change in the vision and mission of the firm, the organizational culture, the structure of the firm, production techniques, leadership style. **Stoner (2013)** says that, Leadership comes into influence employees and give them direction on how to achieve the common objectives of the organization. **Anupama Gupta (2010)** explained the consequences of the challenges faced by the Human resource management in context with the current economic status and the challenges faced should be taken in consideration. This article insists on the challenges in the short fall of talented employees. This also emphasis on how Human resources Management tackles the problems handled on a day to day activities. It also suggested some important points to handle things better on the facets of Organisation Development. **Chan (2008)** in his study of employee attrition and employee retention has explained that the companies should feel the need to treat the internal customers i.e., the employees as important as the external customers. **Vidya A. Salokhe (2002)** noted in her study that the Human Resource department has numerous systems in place to improve the individual growth of employees inside the firm. It also assists the firm in achieving greater profit through effective smart work. Employees are a valuable asset to any organization that profits from them. According to **King (1990)**, every organizational change entails innovation, and all organizational innovation entails change.

Human Resource Management Practices:

Human resource management is the practise of managing and controlling an organization's employees in order to improve the organization's performance and efficiency. Effective and adequate resources contribute to a smoother corporate operation and a more sustainable business development. The primary goal or purpose of this paper is to provide an overview of how effective and successful human resource management influences the overall process of business development. In this context, an



examination of human resource management in most of the organisations aids in comprehending the facts and influential aspects in the resource management process. A company creates and buys resources based on the demands and requirements of the business process.

Organizational Implementation:

When it comes to HRM techniques, the strategies or structured methodologies used are mostly for fostering long-term sustainable growth. A comprehensive program is used by an organization to develop or enhance the quality of management and implementation in order to achieve long-term growth. The organization has considered innovation and creativity at all levels of the operating process, including the individual, employee, team, and organizational levels. Individually trained HRM champion's aid in the development of skills and the emergence of new ideas. The educated HR manager's take-up responsibility at the team level and formulate an effective leadership strategy to guide team members in innovative idea generation and task fulfilment. HRM's supportive management and encouraging management techniques enable the organization's process of supporting innovation. The organization's structure and size are ideal for supporting innovative work.

An organization's HRM plays a critical role in establishing structured methodologies to address issues associated with human resource management approaches. The HRM considers both exploration and exploitation, allowing the organization to support effective human resource management for long-term growth. Effective HRM practice at the organizational level necessitates effective management, managers' leadership approaches, constructive evaluation, an effective feedback system, and helpful co-workers. HRM contributes to an organization's effective strategic implementations and supportive work culture.

It enables the organization, resulting in increased revenue with cost savings and greater performance. As a result, effective HRM is a potential component that can either hinder or increase an organization's performance. Aside from that, HRM encouragement is critical in the development of innovation and creativity. The innovative feedback system allows employees to immediately interact with management about their concerns and ideas. It will also help to build trust and a clear vision for HRM throughout the organization.

The organization must be aware of its employees' career requirements. Individuals should determine their knowledge, abilities, skills, and interests before pursuing a career route. On the other hand, employers should consider the competencies that can advance an employee's career while developing a strategic career development program.

Strategic contributions of HR in Organisation Development:

Managing compliances

A legal trouble such as false data or failing to be complaint at payroll can cause hurdles. Business owners and managers understand this very well. Data security and compliance management is very important for any organization. Here many companies rely on HR manager to abide by legalities and audits. Manual HR can be bit difficult and unpredictable at causing errors. A cloud based HRMS can help with online data backup and managing compliance easily.

Talent acquisition

An HR can actively contribute to management by their recruitment skill. Talent hiring or effective recruitment management can help you easily reach potential candidate base. HR expert can plan a fool proof retention strategy to keep their top performers for long. Staffing is not just about hiring the best, but also retaining the current force. This in turn a HR activity that helps to maintain a good employee turnover and good work culture.

Implementation and development

Evaluate the resources for training and development. Design learning templates that is directly associated to organisation's goals and mission. Train staff to be the expert in their areas of focus. Make this a habit. Keep a track of the employees and ensure regular learning based on requirements. These were some of the best ways an HR manager contributes to organisational development. Continuous learning and improvisation here can be extremely value adding. Pocket HRMS is a new-age HR software with integral business solutions like training management system, payroll software, employee experience and self-service.

Conclusion:

This paper reveals the impact of human resource management on organizational effectiveness and behavior. It is consequently recommended that cohesive and strategic training and development be developed to match both individual and organizational interests. To guarantee that the stated training needs are realistic and useful, the needs should be discussed with employees. Training programs that do not produce the anticipated results should be discontinued. Thus, HRD refers to a process that assists employees of an organization in improving their functional capabilities for their current and future roles. In order to develop the employee's general capabilities, harnessing their inner potentialities for both self and organizational development, and developing an organizational culture to sustain harmonious superior-subordinate relationships, teamwork, motivation, quality, and a sense of belonging are considered important. The current study's goal is to conduct an empirical investigation of the impact of compensation management, employee development organizational citizenship behavior on organizational success.

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