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Ms Aradhna
Student of PHD (Department
of Business Administration)
Invertis University Bareilly,
India.

Correspondence:
Ms Aradhna
Student of PHD (Department
of Business Administration)
Invertis University Bareilly,
India.

Human Resource Management as a Tool for Attaining High Productivity

Ms Aradhna

Abstract

This article shows the audit of writing in the field of Human Resource the board. In each association HRM assumes a significant part. As they go about as a scaffold among Employer and Employee, they play basic part adjusting representative and manager needs. This article assists us with knowing in itemized about the specialists who gone through some reasonable thought regarding the Human Resources Practices in India. To hold the workers and to accomplish benefit in the association very much created and well-constructed Human assets practices ought to be continued in the association. This article manages the writing audit of Human Resources Management practices to hold Employee Retention we analyze the connection between Human Resource Management (HRM) and usefulness. HRM incorporates impetus pay (individual and gathering) just as numerous non-pay parts of the business relationship, for example, coordinating (recruiting and terminating) and work association (for example groups, independence). We place HRM all the more by and large inside the writing on administration practices and usefulness. We start for certain realities on levels and patterns of both HRM and efficiency and the super financial speculations of HRM. We check out a portion of the determinants of HRM – hazard, contest, proprietorship and guideline. The biggest segment investigations the effect of HRM on efficiency stressing issues of approach, information and results (from miniature econometric examinations). We finish up momentarily with ideas of roads for future boondocks work.

Keywords: Green Human Resource, productivity, virtual human resource, factor affecting qualities.

Introduction

Along these lines, human asset the board is intended for appropriate usage of accessible gifted labour force and furthermore to utilize existing human asset in the association. The best model in current circumstance is, development industry has been confronting genuine lack of gifted labour force. It is relied upon to significantly increase in the following decade from the current 30%, will contrarily affect the general efficiency of the area, caution industry specialists. Today numerous specialists guarantee that machines and innovation are supplanting human asset and limiting their job or exertion. Be that as it may, machines and innovation are worked by the people just and they should be worked or if nothing else checked by people and this is the motivation behind why organizations are consistently in chase after gifted, talented and qualified experts for persistent advancement of the association. Accordingly, people are essential resources for any association, albeit today many undertakings have been giving over to the computerized reasoning however they need judgment abilities which can't be coordinated with human brain. The robotization of processing plants has effectively devastated occupations in customary assembling, and the ascent of computerized reasoning is probably going to expand this work obliteration profound into the working classes, with just the most mindful, imaginative or administrative jobs remaining" It is undisputed fact that humans are being replaced by artificial intelligence which are in the form of robots. But all jobs cannot be handed over to Robots, to say in other words robots have its own limitations and all roles cannot be handled by robots. Though British theoretical physicist Stephen Hawking, Cambridge professor expressed about destruction of middle-class jobs due to raise of artificial intelligence, he still felt that natural intelligence or need for application of human mind is inevitable in certain roles. Human asset

the board is developed structure the Personnel the executives which was past administration framework which used to oversee representatives. To know advancement of work, force the board one necessities to see the historical backdrop of hundreds of years of examination by incredible analysts on human conduct and their reaction at specific circumstances. One among them was Elton Mayo who was clinicians from the Australia, did many investigations on human conduct at various circumstances in 1924. He firmly put stock in balance between serious and fun activities for further developing efficiency of labourers and did accentuation on human relations impact the usefulness of labourers lastly, he has been viewed as father of Human assets the executives. It's trusted that the principal faculty the board office (later advanced as Human asset the executives) started at the National Cash Register Co. in the

mid-1900s, as indicated by a Human Resource Magazine article. After a few strikes and representative lockouts, NCR pioneer John H. Patterson coordinated a faculty division to deal with complaints, releases, and security, just as preparing for managers on new laws and practices.

Successful Human resource management in India

Microsoft’s Senior Human Resource Director Joji Sekhon Gill:

Manoj Biswas, India Head of Human Resources, Accenture:

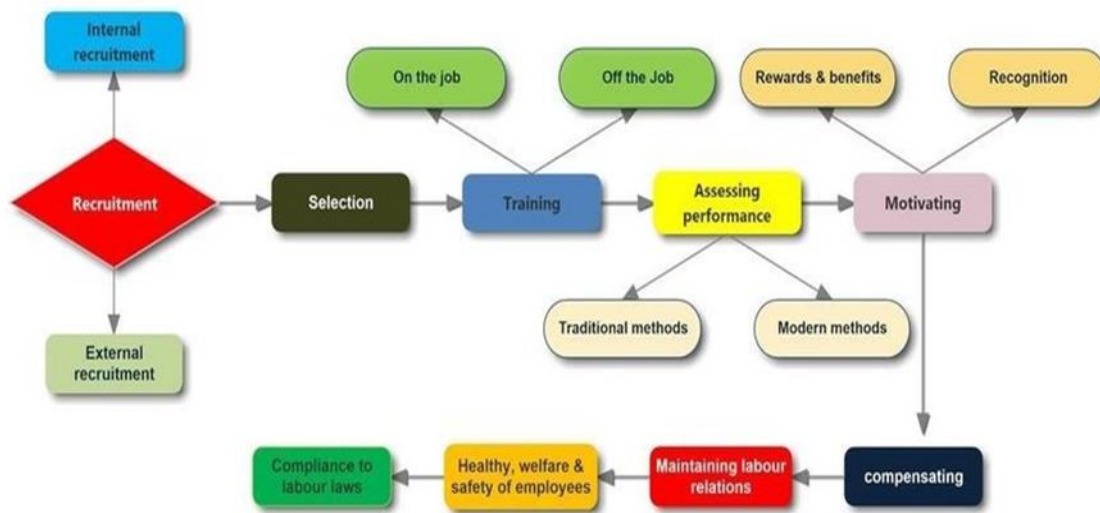
D.K.Srivastava, Senior Vice President of Corporate Human Resources, HCL Technologies:

M.S. Krishnamoorthy, VP (Human Resources), L &T:

Dhruv Desai, Sr. Vice President and Head HR, Angel Broking Pvt. Ltd:

www.whatishumanresource.com

HRM Process



Literature Review

Anupama Gupta (2020) 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 day-to-day activities. It also suggested some important points to handle things better.

Saini R.R. (2020) this article explains Management in United Commercial Bank which is a case study of Chandigarh State which elaborates HRD rules and regulations. Basically, this study explains the hurdles in the process of framing the rules and process of executing it. This analytical study contains a sample size of 100 people and analyzed their opinion about HRD rules and regulations. As a result of this study is qualification plays a important role in recruitment in top, middle and low level management. The practice of selecting right candidate for the level of management helps the organization to achieve more and retain employees in the organization.

Kundu Subhash C., Divya Malhan (2019) in their article on "Human Resources Management Practices in Insurance

Companies: The study was made in Indian and MNC’s and explains the benefits of the organization is generated only by Human Resources. However, the advantage of giving insurance to the Human Resources is one of the employee benefits issued by the Human Resource Management. The findings of the study says that both domestic and international Insurance companies have to improve more on their HR practices like performance appraisal, HR planning and Recruitment

Tripathy (2018) explained that the organization have the optimum usage of Human resources in the organization. They follow the 3 C concepts (i.e) Competencies, commitment and culture. By following these 3 C cultures in the work organization give the positive results in the organization. This practice is considered to be the best result earning which resulted in the increase in the financial growth.

Patil, Kallinath S. (2017) the development of facility management industry has an important place in the growth of the country. Life Insurance Corporation is one of the major service providers in which they provide the best service. The Transmission doesn’t come in a day. For that employee have put in lot of efforts to bring the service in the field of service.

Hemant Rao (2017) in his study he explained the changes in the role Human Resources. There was an extraordinary change in the role of Human resource department. They should work in the organization such that they should treat the employees irrespective to cast, religion, gender etc. The productivity of the company is based on the quality of work done by the employees in the organization

Sharma and Jyoti (2016) in this article they have explained about the Job Satisfaction that they finalize it the best and effective reason for an employee in the working situation. They also explain that this emotional factor helps the employee in the organization to yield best results. Dissatisfaction is one of the main reasons for attrition of employee in the organization. So, job satisfaction is the primary reason of an employee's carrier growth and development of an organization.

Subramanian, V. (2015) he expresses that the recruitment and selection process in the organization and selecting the right candidate for the correct position helps employees to work in the organization in a very positive mode. The interview process should be relevant to the job profile so that the candidates will be interested in the job profile.

G.V. Chalam and L. Srinivas (2015) in his article he has made a Human Resources Department survey across 120 branches of State Bank of India at Andhra Pradesh, and defines the gender where he papers made an attempt to explore the basic gender difference. He finds that the women employees have much more concern that the male employees. Female employees have higher attitude of respecting the organization and Human resource department. They also have good source of Loyalty towards Bank work.

Research methodology

Statement problem: - Human Resource Management as a Tool for Attaining High Productivity

Need of study: - The paper helps to know the basic framework of green human resources management how can HRM become a successful tool for origination and management and how to important for productivity increase

Research design: - this is a study about HRM and its policy practice and important this paper explore the all information about green it is a wonderful tool for better management and for increase productivity

Objectives

- To know the how can_Human Resource Management as a Tool for Attaining High Productivity
- To know about the policy particles and implication of human resource management
- To know about the virtual human resource and tools for successful HRM
- To know the factor affecting human resource management
- To know about qualities of successful human resource management

Data Collection: - Data collection is the process of gathering and measuring information on targeted variables in an established system, which then enables one to answer relevant questions and evaluate outcomes.

Secondary Data: - The secondary data is collected through various sources like books, articles, magazines and different websites.

Objective: - To know the how can_Human Resource Management as a Tool for Attaining High Productivity

- The GHRM provides help to the organizations in the terms of suppressing the costs without decreasing the employee's talent and workflow.
- This Green Human Resource Management reduces the environmental impacts of the organization or the company.
- The Green HRM provides the improvement of competitiveness and increases the overall performance of the employees.
- The Green HRM helps in the terms of reduction of utility costs remarkably. In the matter of less wasteful and energy efficiency, even the small firms or the organizations can significantly reduce their utility costs by using upgraded and environment-friendly gadgets and technologies.
- Adoption of the Green HRM can ensure the tax benefits to the organizations. Adopting the movement of Green Human Resource Management would provide the organization the support of the governments. In the terms of going green, the Water supply authority department, local municipalities and the electric supply firms may offer the organization some tax incentives and rebates.
- The Green Human Resource Management increases the business opportunities for the organization which adopts the green movement. Some commercial businesses, government agencies and even non-profit firms' directives that only businesses that adopt the specific green standards
- This movement reduces the rate of environmental collateral damages. This provides a sense of fewer usages of environmental damaging materials to the organization and its employees.
- The advertisement of such greenery values may also come with indirect customer satisfaction. Moreover, this movement provides help in bringing at greener product materials and saving the green products usage from elimination.

Second objective: To know about the policy particles and implication of human resource management

HRM Practices

- Empowering workers, through preparing and remuneration, is to track down ways of diminishing the utilization of earth harming synthetic substances in their items.
- Helping workers in distinguishing ways of reusing items that can be utilized for jungle gyms for kids who don't approach sound spots to play.
- Planning an organization's HRM framework is to reflect value, advancement, and wellbeing, subsequently adding to the drawn-out wellbeing and maintainability of both interior (representatives) and outside networks.
- Accentuating long haul business security is to stay away from disturbance for workers, their families, and their networks.
- Utilization of occupation gateways of organizations for enrolment and custom of phone, web, and video interviews, which can diminish the movement necessities of the applicant and influencing the decrease in administrative work.

Strategic Aspect of HRM

- The Green items/administrations Portfolio" including waste and contamination the board, asset substitution, maintainable plan, and versatile reuse.
- "The Green Workforce" including Human Resource techniques, culture, enrolling and maintenance, preparing, vocation way advancement, and variety.
- "The Green Workplace," including worldwide areas, actual plants, ergonomics, virtual working environments, green structures, natural release, waste and energy, use, and source.
- "The Green Function/Process Model," including maintainability applied to conventional capacities, venture wide green cycle demonstrating to join green practices and supportable administration.
- "Green Management and Governance Principles," including board and the executive's responsibility, maintainability test, consistence, motivations, morals, announcing, and affirmation.

Third objective: - To know about the virtual human resource and tools for successful HRM

Virtual human resources

E-recruiting: - Recruiting has mostly been influenced by information technology. In the past, recruiters relied on printing in publications and word of mouth to fill open positions. HR professionals were not able to post a job in more than one location and did not have access to millions of people, causing the lead time of new hires to be drawn out and tiresome. With the use of e-recruiting tools, HR professionals can post jobs and track applicants for thousands of jobs in various locations all in one place. Interview feedback, background checks and drug tests, and on boarding can all be viewed online. This helps HR professionals keep track of all of their open jobs and applicants in a way that is faster and easier than before. E-recruiting also helps eliminate limitations of geographic location

Human resources information systems

HR experts for the most part handle a lot of desk work consistently, going from division move solicitations to classified worker tax documents. Structures should be on record for an impressive timeframe. The utilization of HR data frameworks (HRIS) has made it workable for organizations to store and recover records in an electronic configuration for individuals inside the association to get to when required, in this way disposing of the requirement for actual documents and opening up space inside the workplace. HRIS additionally takes into account data to be gotten to in a more ideal way; records can be open inside **seconds**. Having all of the data in a single spot likewise considers experts to investigate information rapidly and across numerous areas in light of the fact that the data is in a brought together area.

Training

Innovation permits HR experts to prepare new staff individuals in a more productive way. This enables representatives to get to on boarding and preparing programs from for all intents and purposes anyplace. This disposes of the requirement for mentors to meet recently added team members eye to eye while finishing important administrative work for new representatives. Preparing in

virtual homerooms makes it feasible for HR experts to prepare countless workers rapidly and to evaluate their advancement through automated testing programs. Some businesses decide to fuse an educator with virtual preparing so that recently added team members are getting preparing considered crucial to the job. Representatives have more noteworthy command over their own learning and improvement; they can participate in preparing at a general setting fitting their personal preference, which can assist them with dealing with their balance between serious and fun activities. Chiefs can follow the preparation through the web, which can assist with lessening repetition in preparing and preparing costs.

Education

Some universities offer programs of study for human resources and related fields. The School of Industrial and Labour Relations at Cornell University was the world's first school for college-level study in HR. It currently offers education at the undergraduate, graduate, and professional levels, and it operates a joint degree program with the Samuel Curtis Johnson Graduate School of Management. Many colleges and universities house departments and institutes related to the field, either within a business school or in another college. Most business schools offer courses in HR, often in their departments of management. In general, schools of human resources management offer education and research in the HRM field from diplomas to doctorate-level opportunities. The master's-level courses include MBA (HR), MM (HR), MHRM, MIR, etc. (See Master of Science in Human Resource Development for curriculum.) Various universities all over the world have taken up the responsibility of training human-resource managers and equipping them with interpersonal and intrapersonal skills so as to relate better at their places of work. As Human resource management field is continuously evolving due to technology advances of the Fourth Industrial Revolution, it is essential for universities and colleges to offer courses which are future oriented.

Professional associations

There are various expert affiliations, some of which proposition preparing and certificate. The Society for Human Resource Management, which is situated in the United States, is the biggest expert affiliation devoted to HR, with north of 285,000 individuals in 165 countries. It offers a set-up of Professional in Human Resources (PHR) certificates through its HR Certification Institute. The Chartered Institute of Personnel and Development, situated in England, is the most established proficient HR relationship, with its archetype foundation being established in 1918. A few affiliations likewise serve specialties inside HR. The Institute of Recruiters (IOR) is an enlistment proficient affiliation, offering individuals instruction, support and training. Other specialty affiliations incorporate the American Society for Training and Development and Recognition Professionals International. A generally scholastic association that is applicable to HR is the Academy of Management that has a HR division. This division is worried about tracking down ways of working on the viability of HR. The Academy distributes a few diaries dedicated partially to explore on HR, including Academy of Management Journal and Academy of Management Review, and it has a yearly gathering.

New tools for human resources management

Kiss flow HR Cloud: - Kiss flow is an across-the-board HR Cloud that empowers organizations to make, alter, and deal with their HR processes productively. Kiss flow comes pre-furnished with a variety of HR the board modules from candidate following and representative on boarding to execution audits to off boarding and progression the executives.

Zoho People: - Zoho People is a cloud-based HR the board programming used to assist associations with overseeing and sort out representative information. Planned considering little and medium organizations, it can take into account venture organizations also. There are various devices on the stage, allowing you to follow leaves, oversee timesheets, make custom structures, oversee execution examinations, and then some. It's much more straightforward than a portion of its rivals, yet not as component rich as some of them. Via mechanizing all of your business-explicit enrolment processes, it helps your HR group save their time and really invest energy zeroing in on work that is important

iCIMS Talent Acquisition: - This is a worker on boarding programming that offers various powerful elements including an adaptable vocation gateway that allows possibility to look for profession openings. For organizations intrigued by helpful HR device, this can go far in speeding up and improving on the ability obtaining process Organizations approach a stage that empowers them to enlist quality workers, further develop the employing system, and distinguish and collaborate with the right competitors. Moreover, iCIMS Talent Acquisition additionally incorporates online media conveyance, profession website site design improvement and occupation board posting.

Breezy HR: - this is one more HR the executive's device focused on little, medium, and huge organizations. One of the greatest selling points of Breezy is the way that it incorporates with your current hr instruments consistently. There's no compelling reason to stress over information misfortune during relocation and joining. Windy deals with it all consequently It aren't restricted to enlistment. You can likewise monitor current representatives and smooth out correspondence. Likewise, it additionally associates flawlessly to LinkedIn and Angel List to track down quality competitors

ADP: - this is a cloud-based HR device. When contrasted with other HR devices that give explicit arrangements, ADP ADP is utilized by north of 650,000 customers in excess of 110 nations. It's an internet-based HR apparatus that can be carried out by organizations, all things considered, and estimates ADP was granted the HR Management Solutions Company of the Year Award by Frost and Sullivan in 2016. It additionally got an AA FICO score from Standard and Poor and Moody's

Fourth Objective: - to know the factor affecting human resource management

Implementation of Technology: - Execution of HR Technology is perhaps the greatest variable influencing human asset the board in an association. This is on the grounds that today you have progressed HR programming stages that are intended to computerize each part of HR capacities. This outcomes in a lift in HR usefulness and productivity, alongside more viable representative administration.

The Work Environment: - It was until last year that the customary office climate was the main thing individuals would envision. Be that as it may, Covid-19 pandemic transformed everything for great and today we are gradually becoming accustomed to the current circumstance where the vast majority of us are telecommuting. This new circumstance has delivered its own portion of difficulties for the workers just as for the HR as far as human asset the executives.

Availability of Good Talent: - Are master experts promptly accessible for employing? Some of the time, that is not true and a circumstance like this can be unpleasant for the human asset the executive's office, since it turns out to be progressively hard to track down the right assets for open situations in the association. This can bring about positions staying open for expanded timeframe or the association compromising with assets that are not the best fit for the positions.

Training and Development: - Preparing and advancement programs for the workers can be an extraordinary method for supporting representative commitment and simultaneously, help the association track down assets with the specific range of abilities needed for various positions. As such, it can end up being a mutually advantageous answer for the business just as the representatives. Computerized HRMS is the new age HR programming stage that empowers HR division to design and oversee instructional meetings for representatives, even in the midst of remote work.

Fifth objective: - To know about qualities of successful human resource management

Inventiveness: Creativity is which isolates ability from greatness. Innovativeness is the flash that moves projects forward and that catches people groups' consideration. Innovativeness is the fixing that arranges the various pieces into a strong entire, adding zing and allure all the while.

Structure: The specific circumstance and design we work inside consistently have a bunch of boundaries, constraints and rules. A heavenly director knows how to function inside the design and not let the construction encroach upon the cycle or the task. Know the design personally, in order to direct others to successfully work inside the given boundaries. Do this to grow past the limits.

Instinct: Intuition is the limit of knowing without the utilization of objective cycles; it's the foundation of the ability to appreciate people on a deeper level. Individuals with sharp knowledge are frequently ready to detect what others are feeling and thinking; subsequently, they're ready to react impeccably to one more through their more profound arrangement. The more grounded one's instinct, the more grounded chief one will be.

Information: A careful information base is fundamental. The information base should be so imbued and incorporated into their being that they become *transparent, * zeroing in on the representative and what s/he really wants to learn, as opposed to zeroing in on the information base. The phenomenal supervisor lives from an information base, without causing to notice it.

Responsibility: A supervisor is focused on the achievement of the venture and of all colleagues. She/he holds the vision for the aggregate group and draws the group nearer to the outcome. It's the director's responsibility that pulls the group forward during attempting times.

Being Human: Employees esteem pioneers who are human and who don't take cover behind their power. The best chiefs are the individuals who aren't hesitant to act naturally. Directors who regard and associate with others on a human level rouse incredible faithfulness.

Adaptability: Flexibility and flexibility are significant characteristics in a chief. Underneath the adaptability and flexibility is a capacity to be both non-receptive and not appended to how things must be. Adaptability suggests a transparency this receptiveness permits the pioneer to rapidly change on a dime when essential. Adaptability and flexibility are the pathways to expedient responsiveness.

Discipline/Focus: Discipline is the capacity to pick and live from what one focuses on. Discipline as self-control can be thrilling! Good example the capacity to live from your aim reliably and you'll good example a significant authority quality.

Conclusion: - **this** is part we look at the connection between Human Resource Management (HRM) and efficiency. HRM incorporates impetus pay (individual and gathering) just as numerous non-pay parts of the business relationship, for example, coordinating (employing and terminating) and work association (for example groups, independence). We place HRM all the more for the most part inside the writing on administration practices and usefulness.

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