

Strategic Role of Human Resource Management

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ABSTRACT

This paper deals with the strategic role of HRM. As at present every business units faces high level challenges of fast changes in Technological, Marketing factors and other business environment. All these pressurized for vital salutation and among all concepts of Management only Human Resource Management is liable to this tuff function. Human Resource Management is new arising concept of the modern management. In this research paper discuss about HRM, Indian economy and specially Indian Public Enterprises in view of its performance, problems, challenges, etc.

Key words: strategic role

The responsibilities of a Human Resource Management fall into three major areas: **staffing, employee compensation and benefits, and designing work**" Human Resource management (HRM) is of great significance as it implies identification of training needs of the manpower from time to time and taking action towards all round development of the human resources with a view to help the enterprise to achieve its pre-determined goals on the basis of efficient working of its trained and motivated manpower. Any policy regarding the development of human resource must deliver the desired result in terms of development of job-skills, attitudes of the manpower. HRM is equally found necessary to enable an enterprise to train, re-train its manpower for necessary adjustment or readjustment to match with its manpower requirements. HR also concerns itself with organizational change and industrial relations, that is, the balancing of organizational practices with requirements arising from collective bargaining and from governmental laws. HR is a product of the human relations movement of the early 20th century, when researchers began documenting ways of creating business value through the strategic management of the workforce. It was initially dominated by transactional work, such as payroll and benefits administration, but due to globalization, company consolidation, technological advances, and further research, HR as of 2015 focuses on strategic initiatives like mergers and acquisitions, talent management, succession planning, industrial and labor relations, and diversity and inclusion.

Differences between the operational and strategic roles exist in a number of HR areas. The strategic HR role means that HR professionals are proactive in addressing business realities and focusing on future business needs, such as strategic planning, compensation strategies, the performance of HR and measuring its results. However, in some organizations, HR often does not play a key role in formulating the strategies for the organization as a whole; instead it merely carries them out through HR activities.

HRM is the process of managing people of an organization with a human approach. Human resources approach to manpower enables the manager to view the people as an important resource. It is the approach through which organization can utilize the manpower not only for the benefits of the organization but for the growth, development and self satisfaction of the concerned people. Thus, HRM is a system that focuses on human resources development on one hand and effective management of people on the other hand so that people will enjoy human dignity in their employment.

At present implements of HRM our public enterprise saws two or more pictures and forces to think seriously. Though the public sector employees were initially trained by the government departments, later most of the undertaking development and are equipped with adequate facilities to train different level of personnel, Thus today most of the public sector companies, particularly the big ones, have their own training infrastructure, and training functions are very well organized in most of causes. But training functions are in these public sector units generally suffer from the absence of top management support and takes place in an environment of interdepartmental conflicts. But in a few corporations, the training function also suffer from shortages of technically qualified manpower, who are capable of playing the role of change agents in the corporations. The greatest need for training profession in these corporations is to

influence top management, convince them about the rationale of training, evolving suitable methodology and strategy of training and co-coordinating the needs and objectives of the various departments with the overall needs and objectives of the corporation.

HRM is involved in providing human dignity to the employees taking into account their capacity, potentially, talents, achievement, motivation, skill, commitment, great abilities, and so on. So, that their personalities are recognized as valuable human beings. If an organization can trust, depend and draw from their bank account on the strength of their capital assets, they can trust, depend and draw more on their committed, talented, dedicated and capable people. This is what the HRM is involved in every business, managerial activity or introduction.

Human resources focuses on maximizing employee productivity. HR professionals manage the human capital of an organization and focus on implementing policies and processes. They can specialise on recruiting, training, employee-relations or benefits. Recruiting specialists find and hire top talent. Training and development professionals ensure that employees are trained and have continuous development. This is done through training programs, performance evaluations and reward programs. Employee relations deals with concerns of employees when policies are broken, such as in cases involving harassment or discrimination. Someone in benefits develops compensation structures, family-leave programs, discounts and other benefits that employees can get. On the other side of the field are Human Resources Generalists or business partners. These human-resources professionals could work in all areas or be labor-relations representatives working with unionized employees.

Human resource management as a practice happens wherever there is more than one person. It starts at the family level where family members take different roles and responsibilities for the accomplishment of family objectives. The head of the household would harness all available resources including people to find the best in them in order to achieve whatever may be needed or desired. Indeed, the division of labour depends on the philosophies, values and expectations of family members and which are rooted in the wider society, be it a clan, a tribe or religion.

HRM is a total matching process between the three Hard S (Strategy, Structure and Systems) and the four Soft S (Style, Staff, Skills and Super-ordinate Goals). Clearly, all the S's have to complement each other and have to be aligned towards a single corporate vision for the organization to be effective. It has to be realized that most of the S's are determined directly or indirectly by the way Human Resources are managed and therefore, HRM must be a part of the total business strategy. The vast investment made in the Public Enterprises would require the greatest attention being paid to the development of Human Resource in all aspects. Human Resource Management will be the dominating concern in present time when there is growing trend towards globalisation. Market change and competition will be other thrust area of an environment change affecting future training goals. Another aspect of vital importance is that the present performance appraisal system which need a total so as to give a developmental Orientation. To supplement the faculty resources, it necessary to set up training institute to develop internal faculty.

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Education is simply the soul of a society as it passes from one generation to another.

~ Gilbert K. Chesterton