

STUDY THE ROLE AND PROCESS OF HUMAN RESOURCE FOR SUSTAINABLE ORGANIZATION MANAGEMENT

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Abstract

The goal of a company's HRM practices; we contended, is empowering and supporting employee practices to drive successful technique execution. As we perceived and recognized at that point, others had just started to examine the potential for HRM to add to OE. However our article was the first to portray the systemic relationships among HRM practices, and particular methodologies firms could use as they endeavour to increase upper hand. That 1987 article might not have been the principal article to talk about HRM utilizing a strategic focal point (i.e., taking a gander at HRM's role from an outer perspective) as opposed to utilizing the more well-known specialized focal point (i.e., peering from inside the human resource (HR) work outward), yet it was one of the first. The proposed linkages were supported by our contextual investigations. However, that was quite a while prior. Enough time has gone from that point forward that we would now be able to think back and consider how that prior model of strategic HRM has advanced into today's model of HRM and EO. As was genuine when we previously proposed yesterday's model, our new model is grounded in our investigation of a lot of research done by academics and also perceptions of HRM in firms worldwide. Before portraying our current model, be that as it may, we first quickly audit the fundamental components of our unique model of the linkages among HRM and OE, for these components are incorporated into today's model.

1. INTRODUCTION

Starting in the late 1970s and mid-1980s, human resource management (HRM) experts and academics began to more actively consider about how their work could add to the effectiveness (success) of their organizations. Following up on Michael Porter's way breaking bits of knowledge about aggressive technique and the upper hand in the mid-1980s, we proposed a methodology for linking HRM with organizational effectiveness (OE) that was grounded in a comprehension of the employee practices expected to viably execute elective

kinds of focused strategies. We contend, did that an association's HRM practices ought to be designed with and grounded in a comprehension of the employment practices required to successfully execute the company's specific aggressive system.

At the center of our underlying, prior way to deal with strategic HRM was first, the development of a menu of HRM practice decisions and second, the statement that the decisions a firm made among the diverse, accessible HRM practices ought to mirror the practices required by the company's focused



technique. HRM practices ought not to be picked dependent on specialized merits alone – they ought to be encouraged system execution. We contended that specific, focused strategies – e.g., contending base on advancement, or contending dependent on expense, or contending by offering the best quality interest specific fundamental practices from employees; in this way, a strategic way to deal with HRM includes picking HRM practices that empower and support those basic practices. The menu of HRM practices and the fundamental practices related with each aggressive methodology that we depicted in our 1987 article were grounded in research directed at the time, and we provided contextual analyses of firms that successfully sought after three essential focused strategies.

2. YESTERDAY'S STRATEGIC HRM MODEL

There were four major elements of yesterday's model: the focused strategies, the required (or required) employee practices related with a system, the menus of HRM practices that can be utilized to adjust HRM to the company's procedure, and the proposed linkages between aggressive strategies, chose HRM practices, and employee practices.

- **Competitive strategies:** To illustrate our initial model for linking HRM to OE, we utilized the aggressive procedure framework proposed by Porter (1980, 1985) and altered it somewhat to feature the potential role of HRM in increasing upper hand. Subsequently, we distinguished three major aggressive strategies that organizations use to increase upper hand: development, quality upgrade, and

cost reduction. To illustrate how HRM can support the advancement system for developing items and services that are unmistakably unique about those of contenders, we depicted the instance of a small manufacturing firm called Frost Incorporated.

- **Employee role behaviours:** Reflecting the prevailing perspective on personnel management that pervaded research and practice three decades prior, our discourse focussed on utilizing HRM as a device for moulding employee practices. In any case, instead of stressing the practices required by particular tasks and jobs, we focussed on role practices related with every one of the three aggressive strategies. Role practices depict what is required from employees who work with others in a social situation. Given a survey of the literature around then, we contended that the role practices required from employees were an element of a company's focused system.
- **HRM practice menus:** Three decades prior, the possibility that HRM practices could be treated as a coordinated system was not yet entrenched. Rather, each useful claim to fame of HRM existed inside its own storehouse. As a rule, around then it was regular for HRM experts working inside each utilitarian strength to settle on decisions about the design of practices without completely thinking about interdependencies between useful regions.

3. TODAY'S MODEL OF HRM WITH OE



Anyway, how do things stand today? How have our thoughts regarding how HRM can add to OE advanced since 1987? What does today's model of HRM and OE resemble? The major elements of our current model appear in Figure 1. The old and new models share a basic likeness: the two models position HRM practices at the centre of a complex arrangement of relationships between organizational conditions, (for example, business strategies), employees, and organizational outcomes (counting main concern pointers of effectiveness). Be that as it may, today's model is more far-reaching. Though yesterday's model focussed solely on aggressive strategies as drivers of decisions, today's model incorporates numerous extra parts of a company's inward and outside situations, for the proof demonstrates that ecological setting shapes HRM practices in an assortment way. Therefore, today's model is more logical and less specifically unexpected.

Similarly as important, today's model perceives the importance of tending to the concerns of an expansive exhibit of important partners. While yesterday's model emphasized primary concern markers (e.g., financial performance) of OE, today's model unequivocally perceives that viable organizations endeavour to make progress on numerous more pointers. Our perusing of the literature since 1987 shows that the majority of the parts are presently being considered as fundamental to a comprehension of HRM and OE, and reflect parallel developments in the wide domain of strategic management.

Consequently, today's more far-reaching a model of HRM and OE incorporates elements of the outer worldwide condition, the inner organizational condition, the HRM system, and multiple partners. We compose our talk around

these parts and feature the lavishness of the relationship among HRM and OE we experience today, and what this implies for the HRM field.

4. THE ROLE OF HUMAN RESOURCE MANAGEMENT IN ORGANIZATIONS

Human resources managers supervise the most important part of a successful business a beneficial, flourishing workforce. The role of human resource management in organizations is to sort out people with the goal that they can adequately perform work activities. This requires seeing people as human resources, not costs to the organization. Taking a gander at people as resources is a piece of contemporary human resource management and human capital management. The human resources management team proposes to the management team how to strategically manage people as business resources.

While the HR department has traditionally been focused on ensuring compliance with employment law and maintaining employee levels, in recent years we have seen a shift in the role to become more strategic and more involved in business operations. Human resources departments have a wide remit. The core HR functions are:

- **Requirement:** One of the main functions of the HR team is to maintain staffing levels: to guarantee the organization has the right people, in the right job, at the right time. This is a continuous task that movements as an organization extend.
- **Employee relation:** The lifeblood of any organization is its people. As we've composed multiple occasions, drew in



employees are more profitable and can have a positive effect on a business' main concern.

- Health and safety:** Promoting a protected workplace additionally goes under the domain of the HR office. In this role, the HR team is in charge of guaranteeing an organization agrees to all health and security enactment, that employee wellbeing training is stayed up with the latest and that workplace wellbeing records are maintained.
- Staff training and development:** Most organizations will have devoted training for employees, from new contract acceptance training to giving leadership training to advanced staff individuals, and everything in the middle. A key part of an HR division is to encourage workplace training, to ensure sufficient training is being provided yet, in addition, to empower the progressing development of employees through significant training courses or workshops.

5. ORGANISATION STRUCTURE AND HRM STRATEGY

Although both human resource management (HRM) and personnel management centre around people management, in the event that we analyse basically, there are numerous contrasts between them. Some are recorded. HRM, despite what might be expected, urges organizations to look past pay for utilitarian obligations. Here, the compensation is designed to energize continuous job performance and enhancement which is linked to esteem included incentives, for example, increase sharing plans, group benefit sharing and individual incentive plans. The job design is not any more practical based however teamwork and recurrent based. HRM makes another methodology towards job design, for example, job revolution which is entomb and intra-departmental based and job enlargement which supports one potential and proficient individual to go up against more tasks to increase the value of his/her job and consequently appreciate included incentives and benefits.

	Personnel	HRM
Time and planning	Short term, reactive	Long term, proactive, strategic, integrated
Psychological contract	Compliance	Commitment
Control System	External	Self-Control
Employee relations	Pluralist, collective, low trust	Unitarist, individual, high trust
Structures and systems	Bureaucratic/Mechanistic, Centralised formal	Organic, devolved, flexible
Roles	Specialist/professional	Largely integrated in management
Evaluation criteria	Cost minimisation	Maximum utilisation

Figure 1: HRM Strategy

Functions of HRM at the Time of Austerity

Human resource planning (HRP) is the place the HRM professionals or management foresee the requirement for new work constrained dependent on the opening that ways out or which is anticipated for the future Recruitment, and Selection-Recruitment and selection assume exceptionally essential role process, and it is

important to choose the best staff for the organization. This guide sets out prescribed procedures to help with making process compelling. The success of HRM depends on enrolment and selection of employees of an organization. The quality of the service is mainly impacted by enrolment and service of the organization.

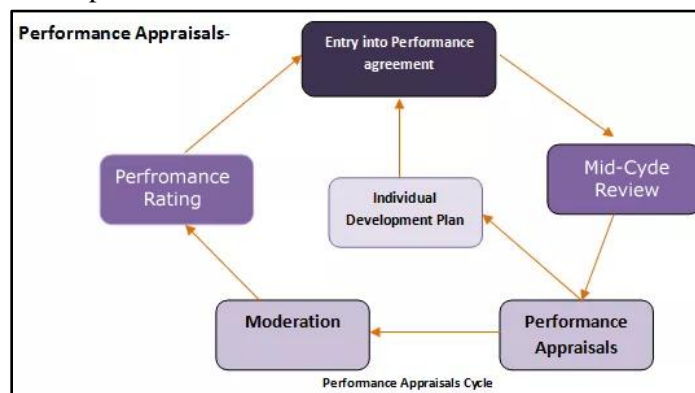


Figure 2: Performance Appraisal Cycle

6. SUSTAINABLE ORGANIZATIONS: THE ROLE OF HUMAN RESOURCE MANAGEMENT

Two subjects are central in the discussion concerning sustainability where organizations are concerned. The first manages changes that companies need to make with the end goal to wind up specialists of reasonable development, or, in other words, the kind of development which addresses the issues of current ages without impeding future ages to meet their economic, social and natural requirements. It very well may be seen that the scope of factors engaged with this definition clouds its suggestions for organizational dynamics in companies. The second topic in the center of the

discussion concerning sustainability is the look for a more moral and strategic human resource management which can invigorate and support staff development. Also, it ought to likewise help meet the reasonable targets of a company.

This proposition turns out to be clear while examining the methodology of expanding economical esteem exhibited by these creators. The incentive for shareholders is a multi-faceted model which needs to think about short-and long-haul activities which guarantee that all intrigued people are incorporated and that there is the satisfactory economic performance of a company.

Since the detailing of maintainable strategies requires the contribution of assorted

organizational functions, the urgent role that human resource management needs to perform in this procedure ought to be featured. Different researchers have investigated economic organizations that are supported by human resource management. Therefore, while exhibiting the future of human resource

management, that sustainability will be imperative for this utilitarian territory. Human resource management, or, in other words, organizational zone that displays the best potential for the incorporation of these subjects of sustainability, needs to develop specific strategies for this reason.

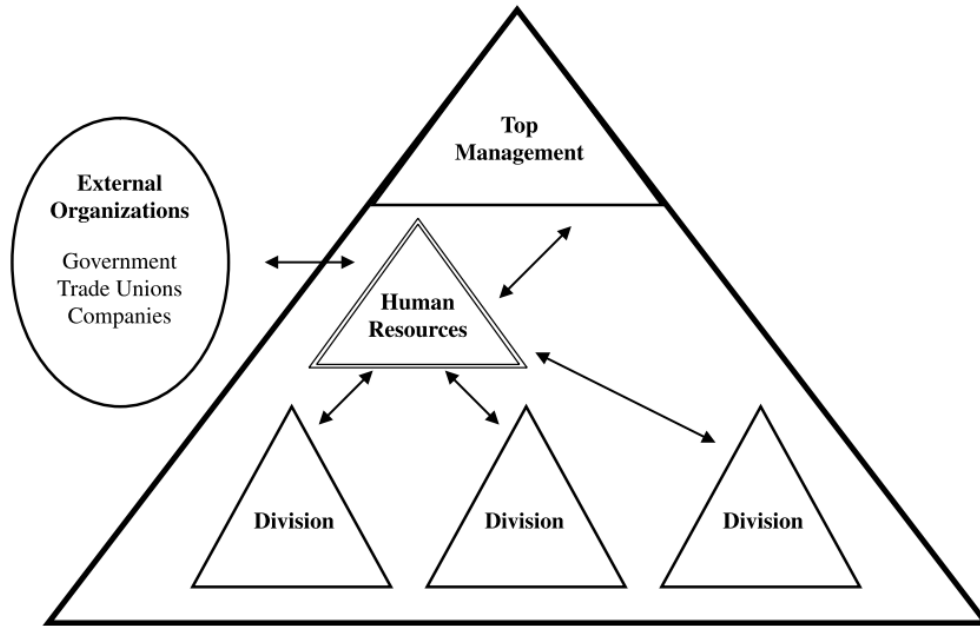


Figure 3: Organizational centrality of Human Resource Function

7. CONCLUSION

With the end goal to incorporate human resource management with organizational sustainability, it is important to detail human resource strategies that animate the economic, social and natural strategies of the organization. Strategic human resource management is managed in this article as the utilization of an arrangement of practices of this capacity to accomplish strategic destinations. Planning a human resource procedure and adjusting it to the technique of a company must be comprehended as an interactive and dynamic process and not as a

stream in just a single heading. In this manner, strategic human resource management demonstrates the arrangement of activities developed by the human resource region with the end goal to add to organizational effectiveness.

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