

MS-108 (Human Resource Management)

Unit- 20: Contemporary Issues in HRM

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Contemporary Issues in HRM

- Striking a balance of fixed and contract employees based on specialized skill and flexible scaling option for the business.
- Hiring top quality talent in numbers.
- Getting present day leadership to follow leadership style more conducive to the millennial workforce.
- Higher level of analytics to make talent, pay and compensation decisions more scientific. Also allow experimentation and innovation based on analytics to try new initiatives.
- Due to talent obsolescence, HR has to contend with compliance and regulatory issues such as VISA to trade unionism.

Contemporary Issues in HRM (Continued)

- Innovative ways to foster Diversity and Inclusion - not as a compliance ritual but as a critical driver of business outcomes.
- HR has to facilitate learning agility across levels as a culture of survival and better adaptability to change.
- They need to enable the Executive team to redesign organization structure for faster response to changing market conditions. Experiments like network of teams as opposed to functional silos may be needed. Therefore structural and process changes may be central to this function.
- Overall, they need to be more hands on than routine administrators using MS Excel to check mark daily tasks.

Current Issues in HRM

1. Recruiting new staff
2. Training
3. Retention
4. Productivity
5. Health and safety
6. Workforce diversity
7. Payroll
8. Globalization
9. Discipline
10. Advancement in technology
11. Management of information

Quality of Work-Life

Basically the term quality of work life is just the state of mind. If we tried to develop the purity in mind definitely positive circumstances with regard to jobs can be ascertained. Impurity in mind even no healthy effort can provide the favourable events with regard to jobs.

J. Richard and J.Loy defined QWL as “the degree to which members of a work organization are able to satisfy important personnel needs through their experience in the organization.”

Ingredients of Quality of Work-life

- Organisations must provide healthy and strong compensations for their employees. Because this is one of the most significant financial factor may influence the quality of work life of the employees.
- Organizations are supposed to develop such type of infrastructure in which safety of the employees can be ascertained and healthy working conditions can also be provided to them.
- Another important ingredient is to provide the autonomy to the employees. If autonomy is provided them definitely they can work freely. They can facilitate the functions of the organizations freely. Free decisions can be ensured which can be important aspect of the growth of the organization.
- It would be imperative if the organizations are providing opportunities to their employees in order retain smart manpower in the organization. Their career advancement must be ensured. They should be given the promotions and healthy remunerations on the basis of their skills, knowledge, experience and exposure.

Ingredients of Quality of Work-life (Continued)

- Organizations should feel proud to provide them social integration in order to ensure support from primary work groups, community and interpersonal freedom.
- Organizations must provide them protection in their services, functions of the job and tenure of the job by enforcement by legal practices and ordinances. In other words constitutional provisions must be made in this regard.
- There should be such type of inter-play or equilibrium kind of interdependence among working conditions, non-working conditions and family life. It does mean that working and social life never be merged. Both should be treated two aspects of the coin.
- It is also the social responsibility of the organization to look after the needs of the surroundings and the society. In this regard it would be necessary to assign the tasks to the employees with regard to social relevance so that employees they feel pride and they also ensure high degree of self- esteem.

Problems associated with Quality of Work-life

□ The main issue is about the stability and remuneration about the employment. If the salary and other compensation package are mould in such a manner that employee still working in the organizations this leads the job satisfaction of the employees. To some extent these variables including cost of cost of living index, increase in levels and rates of income tax and profession tax ensures the stability of employment.

Problems associated with Quality of Work-life (Continued)

- One of the important other issue is the stress which occurs in occupation. Stress is the condition of a type of strain in the emotions of a human being, thought of the person or we can say the kind of strain in physical condition. Such a stress can also occurs in occupation in the form of hyper excitation, behaviour fatigue, psychometric pains, smoking and the abuse of drug. And the stress affects the productivity level of employees. So it becomes the duty of HR managers to find the reasons of the stress and how to tackle with it.
- Another aspect on which focus is to be placed is the health programme of organisations which aims at educating the employees about health programmes. In which how to maintain the health and how to improve it is being focussed.
- The other thing is the alternative work schedule. Here, the alternate method of doing work can be used like work at home, reduced work time, work in shifts, online work, part time employment etc.

Problems associated with Quality of Work-life (Continued)

Workers participation and the controlling of work is another thing which can provide the sense of belongingness to employees and thereby enhance their productivity levels. And in a manner the work can also be controlled.

□ The other very important aspect is focussing on the recognition part of employees. If we want our employees to repeat the good work again and again then it becomes very necessary to recognise their great deeds and motivate them to the same in future also. It can be done in the form of monetary as well as non-monetary incentives.

□ The friendly relation among the workers and the supervisor too helps in enhancing the productivity as well as the efficiency levels of the employees in the organisations. Finally it leads to the better quality of work life.

Problems associated with Quality of Work-life (Continued)

- Grievance settlement in the justified manner also necessary in the organisations to maintain good relations in the organisations. And this too helps in gaining the confidence of employees in the company which motivates them to do the work according to the expectations of the organisations.
- Availability of resources should be in accordance with the stated objectives; otherwise the employees won't be able to achieve the predetermined targets by the organisations. And it will bring dissatisfactions in employees and lower the quality of work life balance.
- The combinations of seniority and merit in promotions should be fair enough to satisfy the employees and maintain the QWL.

Quality of Work-Life and HRD

HR Activity	Effect on Quality of Work-life
Job Analysis	Analyse the job in such a way that human needs like freedom, challenging work, autonomy can be satisfied.
Selection	Selecting the right man and placing him in the right position. This satisfies his needs for reward, interesting work etc.
Job Enrichment	Satisfied higher order needs like pride , ego etc.
Job Evaluation	Equitable wages.

Reference

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Thank You!