

STRATEGIC HUMAN RESOURCE MANAGEMENT

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Abstract: *The recent study aims to find out the idea about the strategic human resource management. The management of strategic human resources is responsible to obtain and to coordinate the individuals working in an organization. There are many crucial problems in strategic human resource management. To achieve the established goals they need it. In an organization, human relationships is very important task to take care of. The Management of strategic human resource is concern with various activities as hiring, development, discipline, training, payroll. Understanding the relationship between all the strategic human resources management connected with an organization. The work joining together from top to bottom and bottom to top. The current paper focuses on the strategic human resource practitioners to implement in the small scale industries small industries of Mumbai.*

Key Words: *Organization, strategic, human, hiring, management, payroll, training etc.*

Introduction

The understanding of relationship between employees and other individuals. There so that the identification of individual needs that help you be more effective within the workplace. The process of Hiring in an organization is one of the important task of strategic human resource management. Development of positive approach among workers is done in an organization to maintain a good environment that can assure the better efficiency in an organization. Strategic human resources Management is having basic Strategies in an organization which are given in the image 1.1:



Image 1.1 Strategic human resources management

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As shown in image 1.1, there are major Strategies of Human resource management as a practice of Hiring, planning, training and managing employees of an organization. It decides the role of a Human resource management professional and responsibilities of the department with importance and limitations of the department.

Literature Review

1. **ESRA NEMLI in THE IMPACT OF STRATEGIC HUMAN RESOURCE MANAGEMENT ON ORGANIZATIONAL PERFORMANCE** positive statistical relationships between the greater adoption of HR practices and business performance. The causal linkage between HR and organizational performance will enable the HR managers to design program's that will bring forth better operational results to attain higher organizational performance.
2. **Sun Bo in Research on Strategic Human Resource Management Innovation-Oriented** This research reviewed innovation theories from aspects of economy, management and sociology, summarized domestic & foreign scholars' studies on human resource management and enterprise performance, and outlined related domestic & foreign researches on human resource management innovation-oriented."
3. **AjitKumar Nigam, Sonia Nongmaithem, Sudeep Sharma, Nachiketa Tripathi in The impact of strategic human resource management on the performance of firms in India** give idea about positive relationship between SHRM and effectiveness, business strategy this study revealed that transport and IT-enabled industries require more strategic HR capability while finance requires more technical HR capability. The SHRM policies need to be dynamic and contingent on the business strategy to attain maximum impact on effectiveness.

Objectives of the Study

- a. To study the problems faced of Human resource management working in the small scale industries of Mumbai.
- b. To study on the effective policies run by the small scale industries of Mumbai.
- c. To suggest the remedies to overcome the problem of Human resource management faced by the small scale industries of Mumbai.

Research methodology

The interview & questionnaires method was used for the current study with the management of Personal visit to employees. The records were collected and observed information is analyzed.

Limitation of the Study

Current study is limited with the Mumbai District in Maharashtra. Hence no data is collected outside this district.

Sources of Data Collection

Following two types of source is used for the data collection of current study.

- A. Primary data:** The Primary data is the data which is directly collected through interview & questionnaires from the respondents. The design of the study is adopted for doing this research paper.
- B. Secondary data:** Secondary data is collected from the information which is available in printed form i.e. Magazines, Journals, Books, Company records etc.

Data Collection

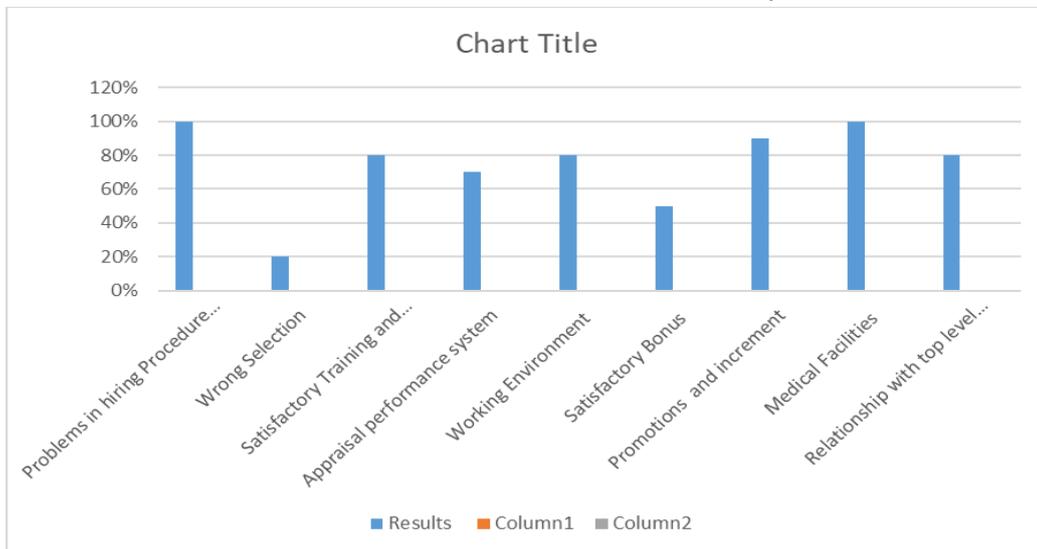
As the current study is empirical study, the researcher has selected 10 industries as sample size. For the current study, the researcher has focused on those respondents willing to participate and co-operate in order to ask the proper responses.

Result of the Study

The data collected from the selected 10 industries were analysed and the average performance of it is given in the below table with the selected parameters of current study:

Sr Number	Parameters	Results
01	Problems in Hiring Procedure Transparent	100%
02	Wrong Selection	20%
03	Satisfactory Training and development	80%
04	Appraisal performance system	70%
05	Working Environment	80%
06	Satisfactory Bonus	50%
07	Promotions and increment	90%
08	Medical Facilities	100%
09	Relationship with top level management	80%
10	Employees satisfactions	85%

Table number 1.1 Result of the Study



Graph 1.1 Result of the Study

As shown in the table 1.1, the result of the current study is shown and described as below:

a. Problems of Requirement:

There are various methods used by small scale industries for the Hiring as campus interview, reference interviews, personal interviews, group interviews and even through private agencies interview. But the problem is that if the employees feel they are able to get a god

job than the current job, they prefer for switching the job. Sometimes, experienced candidates apply for the job and expect high salary from organization which may not be possible to small scale industries.

b. Wrong Selection:

This problem is not found more than 30%. But it is also a challenge how to identify that the selected personal will work with devotion and dedication. During the interview and analysing the data collected from the questionnaire, it is found that at the time of interview and till the selection of job, candidates show themselves polite and sober. But once they get it, they themselves felt not satisfy and try to make negative environment in an organization. Such wrong selection in Human resource management shows a high risk challenge on the productivity of an organization.

c. Internet Information:

Now-a-days, there are many options and sources in front of the candidate through internet. The Internet is playing a role as a boon to the candidates as well as organizations. It is helping as a medium to help both the parties to their required manpower and job. The potential candidates feel the more choices to choose the best possible job opportunity when there are such opportunities overflowing. The same thing and plus point the HR Managers find in respect to get the best talent from these sources for their organizations.

d. Satisfactory Training and Development:

Now-a-days, there are many changes in the technology and even to all the sectors of life. The change in technology is seen second-by-second, in the current era, therefore the need of training and personal development is essential. The study has resulted that more than 80% organization are providing adequate facilities for the training and development of the employees but employees are either not taking it seriously or not using the benefits taken through training in their professional development.

e. Theories and their Applications at Workplace:

As given in the above table and graph, most of the small scale industries of Mumbai are applying the different motivational theories at workplace, especially, they are trying to use hierarchy based spirit to get good results into work and increasing the productivity of an organization. Yet it varies the view of person-to-person. There are many internal problems which are faced by the HR Managers at workplace. These are perceived by the manager only not by the owner as manger has to deal with employees directly but don't have whole rights to take the decisions wherever necessary.

f. Promotion and Increments:

Progress is the part of life. Everyone wants to have the satisfactory success in professional and personal life. Though organizations have setup their rules and regulation for promotions and increments, all are not happy with the desired outputs related to the promotion and increments. Most of the organizations are giving promotion and increments on the seniority based. Few of them who feels that they are working more, giving their best possible for the organization and working hard should be noted and given the promotion and increments as per it.

Conclusion

The current resulted that strategic human resource Management practicing in an organization needs to work for the enhancement of the utilization of their all sources. In small scale

industries of Mumbai to increase the productivity and efficiency of employees. As the analysis is based on the study of empirical and theoretical pattern of the study, the results proved their views on several practices of Human resource management and the barriers, problems faces by both owners and employees during the working at workplace. Managing machine, material, capital, inventory are easy but managing strategic human resource is a crucial tasks. A conducive working environment would enable for the better working environments. It would support the staffs to work with their full potential. Providing awards and rewards will also work as remedial tools. The human mind changes as per time, place, situation, environment etc.

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