

Global and Strategic HRM

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Introduction

HRM means Human Resource Management that speaks about managing the human resource in an organization be it small or big, it is important for the organizations to ensure that the human resource is managed and maintained as it is one of the most valuable assets. It relates to the collection of people and their unique characteristics for the benefit of the organization.

- **HRM:** Activities of the organization carries to utilize its HR effectively
- **HR:** Responsible for People, Culture, Incentives / control, process and Structure
- **Select employees:** Skills to perform job effectively, Best people, Quality focus, Work ethics, Initiative, Commitment, Dedication and hard work
- **Global managers:** Exposure / wide knowledge, Global mind set, Global challenges Knowledge on global business, Healthy and Critical
- **Training and development:** Job fit, Accommodating, Cultural training, Language training, Practical training

Unique features

1. **Increase in quality over a period of time (appreciating asset)** – as years pass by the employees get experienced to master himself / herself in their chosen field of specialization and perform better that ultimately benefits the organization.
2. **Can produce larger output than the input** – the acquired skills are converted to productive ventures to produce increased volume of output.
3. **Creative skills leading to innovation** – human resource has a unique skill called creativity that makes one to innovate a better way of doing things.
4. **Can direct the organization in a right path** – a committed work force can direct the organization in a right direction of success, achievement and better performance.
5. **Greater foresight** – work force has greater foresight as it performs his / her job everyday with their acquired skills and ability which lead to have new outlook in completing the tasks.
6. **Skill, ability and effectiveness in performance** – the human resource alone has these qualities that make the work easy to them.

7. **Productive spirit** – organizations does not recruit lazy people, they appoint people with work culture, commitment and dedication that lead the organization to be successful.

Objectives

The primary focus of HRM is to connect the workforce with work and management and hence the HRM aims at the following important aspects;

1. **Liaison between top management and employees** – there should be someone who designs models to connect the management and work that is performed by the workforce. This role is effectively done by the HRM, which lead the management and the workforce to a comfortable work atmosphere that mutually benefits.
2. **Arrange and maintain adequate workforce** – it is the major role of the human resource manager or the department to arrange and maintain adequate workforce to meet the demand and requirements of the organization with ideal strength.
3. **Ensure smooth functioning of the organization** - when everything is alright the organization functions smoothly. The HRM contributes to the smooth functioning of all the components that make the organization to grow.
4. **Training to enhance skill and productivity** – the work force need to be productive and to that regular training programmes need to be conducted to make the work force a quality one.
5. **Increasing the performance of the work force and the organization** – if the organization focuses on quality work and quality performance it will lead to increase in the performance of the work force that benefits the organization to build its identity.
6. **Motivate employees to perform better at all levels** – employees are to be motivated to perform that assigned job in a better way. Motivation should be something that benefits the employee to work better by being satisfied of all that he / she needs.
7. **Quality work life** – quality work life is the major area of concern for HRM, any organization must have a focus on quality in all spheres of their functioning.
8. **Keep-up ethical values and behavior among employees** – HRM aims at creating value for the organization and this value is measured by the ethical values and behavior of the employees both inside and outside the organization.

Major Components of HRM

1. **Organization** - it relates to organization structure, initiatives towards centralization and decentralization, the planning and designing of jobs and communicating with the organization.

2. **Resourcing** - responding to labour market, planning the use of people, recruitment, selection, legislative frame work, ending the contract.
3. **Performance** - organizational performance, managing the performance of individuals and group / team, appraisal and getting the most from the diverse work force.
4. **Development** - developing the core value of the organization, organizational and individual competencies, industrial and organizational learning, management development and career development.
5. **Employee relations** - negotiation and consultation with trade unions, handling employee grievances, manage disciplinary process, health / safety / welfare and employment legislations
6. **Pay** - basic, other holiday / special allowances, subsidized canteen, company care, pay related performance and pension.

Future HR Requirements

In the Future, an Effective HR Professional Must:

1. **Understand and manage people:** No one suggests changing the name from “human” resources. People – finding them, motivating them, keeping them, and exiting them when necessary – are still central to what we know and do. We have to think about employees and how to nurture and develop them.
2. **Invest in the next generation of HR professionalism:** HR professionals must continue to learn and grow, within the profession and within the firms.
3. **Learn to master and play new roles:** HR roles determine what HR professionals know and do. There are emerging roles that HR professionals must master given the world we work in.
4. **Discern, create, and adapt culture to business conditions:** Organizations have a personality known as its culture. This culture shapes what people come into the company and how people react when in the company. Culture is like a firm brand, or identity. It is what HR professionals deliver.
5. **Rethink the organization as capabilities, not structures:** Organization is not a structure, but a set of capabilities and then talks about the duality inherent in focusing on capability
6. **See HR as a decision science and bring discipline to it:** HR is not a random set of events, but a disciplined set of choices. Making those choices clear and explicit helps bring HR from an art to a science that shows how the rigors of HR research change what we do and how we think about HR.
7. **Create mutually collaborative ventures:** Collaboration and cooperation become hallmarks for the future organization. This means that HR must help the whole be greater than the parts and help different units work together.
8. **Respond to social expectations and public policy:** Organizations and HR actions in organizations are increasingly under scrutiny. Media attention for

corporate malfeasance requires that HR step forward to monitor and govern work.

9. **Live globally, act locally:** Globalization is inevitable. It affects everything we do and HR professionals are not immune, its focus is on the choices for making global and (not vs) local decisions.

Conclusion

HRM has become a global concept of making ready the human resource to fit in to the jobs across the globe. It means, the human resource is the most powerful resource in any organization that needs to be nurtured and handled in a proper manner. If the human resources are handled properly they can contribute to the growth and development of the organization in an effective manner that lifts the performance with quality products, unique identity, customer value and sustainability of the company in the midst of competition and challenges.

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