

# Key challenges in the field of human resource management



## Key Challenges in the Field of Human Resource Management

Organizations must explore the rough waters of a complex worldwide economy, and position themselves to draw in and keep the employees they will require on this journey. In this paper, I will elaborate on how firms confront a few difficulties encountered in the field of HR.

Gender equality is one of the key issues the HR field may encounter. More and more women are anticipated to join the workforce in the coming years therefore, companies need to adjust their policies to provide equal opportunities for everyone regardless of the gender (Noe et al., 2006).

A multi-generational workforce and social differences are another challenge. In this case, individual administration is considered to be the most significant test confronting organizations throughout the following five to ten years from the opening of the organization (Jolliffe & Farnsworth, 2003). I hold the opinion that maturing population over the globe will keep posing a threat to organizations. On the one hand, experienced professionals are leaving the workforce, while companies desperately require such authoritative individuals.. On the other hand, numerous seasoned specialists, especially those in the US and other developed nations, plan to keep working past the conventional retirement age as they will mostly need to keep providing for their families, as social security nets, pension benefits and other advantages will never again be satisfactory to them. As it may be, HRs should be more focused on impetus structures to keep less dedicated yet more seasoned laborers in the workforce. Organizations need to find out which resources will

be required to train seasoned workers, especially in the domain of innovation where they may feel less confident than their more youthful colleagues.

Understanding the scope of laborers capabilities is yet another challenge as the meaning of work is constantly developing and employees are required to acquire new skills. In the 2013 EIU/SHRM Foundation study, administrators revealed that the present imbalance between the skills encouraged by training and those they need would lead to an extremely significant hindrance in the coming years. This makes it troublesome for HR to evaluate candidates' capabilities properly. Moreover, there is no institutionalization in training, particularly in a worldwide setting. Significant incongruities exist between operations of organizations in different areas and countries. The capacity to comprehend these distinctions will empower HRs to make the right choice (Jolliffe ; Farnsworth, 2003).

Retaining and connecting with a changing workforce. As the workforce changes, their inspirations and desires change as well. It is a basic requirement for the HR department to understand the needs of the employees. Some people value remuneration the most, some value eminence, some independence at work. As a rule, the HR department should work on motivation strategies and benefits approaches, and maintenance methodologies for specialists that are not entirely satisfied just with monetary remuneration. . Retaining the workforce is not a simple undertaking as significant part of the workforce is not occupied with their work. As indicated by Jolliffe and Farnsworth (2003), only 13 percent of labourers worldwide are " locked in", implying that they are mentally dedicated to their jobs. The main part of the working populace (63 percent) <https://assignbuster.com/key-challenges-in-the-field-of-human-resource-management/>

are "not locked in", demonstrating that they need inspiration. A significant minority (24 percent) are "effectively withdrawn", troubled and ineffective and spread negative demeanours to co-workers (Jolliffe ; Farnsworth, 2003). Organizations need to ensure that their workforce is motivated and devoted so that they do not leave after a brief period, bringing about generous turnover expenses and squandering the resources spent on them

Managing the dangers of a worldwide operation is also a challenge present in the field of HR. In spite of numerous advantages and developing significance of remote teams, overseeing them presents administrative challenges that the corporate world is as yet to figure out the ways to handle. A 2009 Economist Intelligence Unit official study revealed that 33% of virtual groups are thought to be severely managed (Jolliffe ; Farnsworth, 2003). There are some undeniable functional deterrents in running a virtual team. For instance, every one of the individuals must feel good utilizing different communication innovations. Time contrasts can likewise bring challenges to operations. The human association might be less smooth without eye to eye communication. Regular social bonds are harder to create when individuals meet occasionally or do not meet at all. This makes constructing a domain of trust and collaboration riskier, bringing about general mistaken assumptions. At the point when differences do emerge, the less regular contact makes them harder to determine.

To sum up, there is a number of challenges encountered in the field of HR with the key ones being gender equality, a multi-generational workforce, understanding the scope of capabilities, retaining and connecting with the changing workforce, and managing the dangers of a worldwide operation  
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