

# **A Consideration of Human Resource Management Future**

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## **Abstract**

The prediction of future events, at best, is a risky endeavor. Researchers and theorists have different views about what will happen to human resource managers. Most research has been done on topics of technology, intellectual capital, and government regulation, workforce demographic changes, shrinking organizations, international management and globalization. It is evident that all the issues mentioned play a very important role in human resource management over the coming decades, and some are clearly more effective than others, but very broad issues related to human resource management are ambiguous. This paper considers the problems and challenges related to human resource management.

**Keywords:** Human resource, human resource management, challenge

## **Introduction**

In the stressful environment of today's businesses, organizations and managers are faced with numerous challenges. Technological change and innovation in product on one hand and the management complexity, on the other hand, make managers rely on human capital.

Due to the changing business environment, human resource management also does undeniably need to change to respond to changes.

The future is unpredictable and difficult to determine. As a result, the flexibility and business knowledge towards responding to this uncertainty is important. While human resource managers maintain their relationship with their technological development, it is essential that the issues associated with the roles of their staff are combined with public and economic issues.

Efficient employees in organizations are known to be more important. Hence, the HR department should look to the future to deal with big problems.

## **Personnel involved in human resources**

One of the important roles of managers is hiring appropriate employees. The ease of this depends on many factors. Perhaps one of the major factors is the local labor market conditions

Some managers think they have a certain personal skills that allow them to choose the right person for the job they want. They think that these skills are based on their intuition or experience. Nonetheless, to allow such managers to tackle with such an important issue is a mere stupidity. The role of human resources unit is supposed to enforce rules regarding the selection process, propose fair and equal method for applicants and ensure the best person is chosen for the job.

Predicting and planning needs are considered of the important issues in HRM. Hiring process can require considerable time and taking hasty decisions will bring disastrous results.

Successful companies will be those that have the ability to attract and retain highly skilled employees. So, these organizations must be able to compare between what employees want and what employers are willing to give. This participatory approach to human resources and the perception of a common understanding among human resources managers and executives offer benefits through flexible and innovative care of their employees.

## **Challenges**

Challenges that are likely to impact on human resource management include the following:

- **Technology:** The agency is expected to review and update their technology. Technology change is a particular manifestation. Any change is difficult and the human resources department should consider itself as a change agent. The technology is necessary, particularly measures should reduce employee resistance to new technology and processes and ensure that steps are taken to provide support and education of the staff to cope with the underlying changes.

- **Intellectual capital:** The most successful organizations will be those with the ability to attract, develop and maintain employees who think and act globally.

Human resources department will be responsible for finding talented employees, and attract, develop and retain them.

- **Globalization:** organizations need to compete in their activities in order to improve their global competitiveness and prepare the staff for the world and international levels.

To compete in the global economy, organizations need to maintain a talented and capable staff and further training and staff development should be of great interest, although the technology, capital, materials and energy are vital for any organization.

### **Human resources challenges in the global arena:**

Change in career: In recent years, career development and transition has been made from manufacturing to professional services. The main reason for the change has been phenomena such as: Internet, computer and information systems. This transformation is due to the higher level of automation in factories and workshops and has created a challenge in the field of human resource management .

Market competition: Another problem is the increasing global competition. This increases the competitive pressure on companies to increase quality and reduce prices and thus brings up necessity of using more skilled workforce.

Skilled labor shortages :in recent years, industries that require staff with higher skills and education have been growing increasingly .

The growth of part-time job : In the past, temporary and part-time workers were hired for activities for critical states like a sudden growth in production, etc, but the part-time forces (such as temporary workers, independent contractors, and Part-time employees) have a higher share in HRM. Other challenges of globalization can be related to racial differences, age differences, the balance between work and family, organization reorganization, workforce development and employee expectations change.

### **Small organizations**

Most organizations, both small and large, have designed their ideals and goals for growth, but few of them want to be limited in view of their future. However, with the some types of depreciation and increased international competition, organizations will be willing to get smaller in the next decade. Planning for small enterprises should be made beforehand. Many organizations and companies have got smaller along with reorganization and mergers.

The statistics indicate that from 1995 to 1999, 85 percent of 500 companies mentioned in the Fortune magazine have been shrinking.

## **International Management**

Over the past decade, commercial activities have dramatically augmented their involvement in the foreign markets. This interest for international trade has increased for many reasons including first, increasing competition for markets and resources to acquire customers require companies to look abroad. Second, increasing competition for markets and resources has risen direct and indirect labor costs, so companies seek to cut costs and hire cheaper labor in other countries.

To maintain competitive advantage, Companies should develop international trade. Researchers, theorists and scientists all agree that global competition will witness a sharp increase in the coming decades. More competition has caused many organizations to partner with foreign companies. Consequently, All these actions will be challenging situations for human resource managers .

Labor relations of human resources managers of the future depends heavily on the nature of organizations. In the past, unions organized their efforts on labor environment. This will change in future. The most likely targets will be of service industries such as financial, administrative staff, supervisors, white-collar and middle-level managers.

Human resource managers are faced with an environment that is changing rapidly. Accordingly, maintaining a competitive position in the market requires that their plans are constantly being revised and updated. Effective human resource managers should work with changes made in the legal field and in the national and international levels. Most importantly, Human resource management skills, knowledge, and abilities need to be regularly evaluated and reviewed.

A very important topic that was introduced about three decades ago –i-e-the "future study" - tries to predict the future and prepare for future situations before they come to work.

A scenario about the future is written with simple or complex techniques. Some complex techniques use often highly sophisticated quantitative methods based on the trends that often leads to a unique scenario.

The following have been used by organizations:

- 1 - The Delphi method
- 2 - Definition of possible future through action plans
- 3 – Determination of the desired future

### **Delphi method**

Over the years, Delphi method has been used to predict the organization future. This method is based on the ancient Greek tradition that began in the area known as the Delphi and is about consultation about the future. The Delphi method is a collective technique in which an expert group predict possible future conditions .

### **Scenario Development and Planning**

Scenario planning and Delphi, though somewhat different , are similar. Scenario "describes the future and the way it is". In the management term, "scenario is a tool for creating images for which a different future is decided."

### **Stepwise method of scenario writing**

Step by step method for writing a scenario is as follows:

- 1 - Refining the proposals
- 2 - Recognition of moving forces
- 3 - Scenario planning
- 4 - Strategy

### **Outlook making**

Outlook making pertains to the future studies to test the assumptions and expectations. The outlook is a typical scenario in which an ideal future that is attractive and reliable, but not necessarily accessible, is planned.

## **Conclusion**

Wise and efficient leaders and planners and far-sighted organizations always maintain their position, take advantage of opportunities and deal with the problems with the calculated measures. There are various techniques for predicting the uncertain future.

Today, the strategic challenges in the field of human resources are not limited only to administrative matters, but at the same time attention should be given to the four criteria: 1) human resources development infrastructure should be maintained, 2) employees' commitment should be engineered, 3) human resource professionals are strategic partners of the organizations and, 4) HR professionals as internal consultants handle their change management.

Nowadays, changes trend reshaping the workplace continues. Since human resource professionals must help organizations to maintain competitiveness in the market, they should be skilled traders, as well..

HR professionals must help toward the success of organization through the concepts of organizational commitment, skills and training staff. Ever changing environment means that the authorities should pay special attention to education, communication and decision making skills and be able to provide a clear picture of their company. They should have a clear picture of relationship between cognitive function and operational management needs. They need to review existing practices toward ensuring that options and solutions improve the design and development.

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