

Innovations in the Field of Human Resource Management

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ABSTRACT

Most of the HR technology out there aims to innovate existing HR systems and process. HR innovation is the implementation of new ideas, methods, and technologies to better meet the ever-evolving requirements of the organization and its work force. Innovation is essentials in Recruitment, on boarding, learning and development, talent management and performance management. The purpose of the study is to explore how can adopt innovational practices and creativity organisational.

HRM has a crucial function in stimulating innovation process on companies by affecting creativity and knower sharing. HRM was found to nurture and constrain creativity and hence innovation by three practices: Organizing practices, staffing practices and motivating practices, which provide different opportunities. By aiming to change the culture within the company to be more innovative, a major part of activities and practices made by HRM were included in the motivational practices. The dual role of HRM has both stabilizing and destabilizing was found to be similar in both cases. Additionally, a major part of the motivational practices were introduced and affected employees indirectly, through managers who could affect practices and activities has freedom, encouragement, feedback, work climate, organisational support and knowledge sharing which nurtured creativity and hence innovations.

1. Human Resource Management

Human resource management is the process recruiting, selecting, inducting employees, providing orientation, imparting, training and development, appraising the performance of employees, deciding compensation and providing benefits, motivating employees, maintaining proper relations with employees and their trade unions, ensuring employees safety, welfare and health measures in compliance with labor laws of the end.

Human: refers to the skilled workforce in an organization.

Resource: refers to limited availability or scarce.

Management: refers how to optimize and make best use of such limited or scarce resource so as to meet the organization goals and objectives.

2. Introduction

Managing human resource activity has become quite difficult as information infrastructure must be continually updated, applied a complex of changing activities linked to the environment according to industry-specific characteristics and collectivity respond to the needs of each company. Since HRM innovation also involves change in the social system of the organization. The adoption and diffusion of these innovations can be attributed not only to external environmental forces but also to social processes. The aim of this paper to analysis the how innovation human resource management could improve the quality and efficiency of human resources management. The information technology and its application in public process cause social innovation. Our research objectives were to

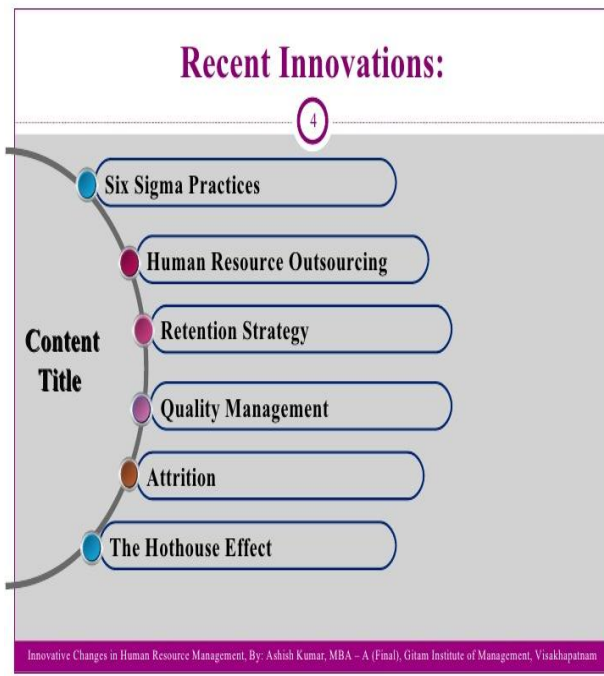
conduct an expert evaluations determine the internal and external environment and innovation factors based on information technology, to evaluate these factors and how they affect the Initiation and application of information technologies for human resource management activities.

3. Objectives

- To understand the concept of human resource information system.
- To identify the uses and role of HRIS in the organization.
- To suggest the ways to enhances role of HRIS
- To know about the structure of the HRIS

4. People Management Implications

- Knowledge workers productivity: engagement makes the difference.
- Engagement and rapid change ability: more leadership capability and highly adaptive workforce.
- Global talent competition: recruiting and retention needs employer branding and a clear talent acquisition strategy.
- Workforce aging: loss of critical knowledge and experience, knowledge management becomes critical.
- Diversity acceptance (leadership) and diversity management (life balance, part time, remote work)
- Cultural alignment with business trends.
- Boarder workforce between business/operations and technology.



5. Recent Innovations:

I. Six Sigma Practices:

Six sigma is a powerful, proven method of improving business efficiency and effectiveness. It is a management philosophy that emphasizes setting extremely high objectives, collecting data, and analyzing results to a fine degree as a way to reduce defects in products and services. Lean and six sigma solutions from anexas have helped many various organization improve their KRAs. Typical application of lean and six sigma has resulted in reduced cycle times for hiring processes, steepening employee learning curve and reducing turnover rates, policy deployment, helped standardize and optimize safety and compliance issues etc. HR professionals can help the project teams work together more effectively. Potential six sigma contributions in this area include:

- Ensuring team leaders and members get training in teamwork, conflict management, communications, dealing with difficult team members, and other team effectiveness skills.
- Providing teams with tools that allow them to diagnose their own performance and identify when and where they need help.

HR Professional:

- Building a competency model that will help HR professionals with the right mix of technical and leadership skills and abilities.
- Creating job description and specification that help candidates fully understand the position and expectations prior to joining.

II. Human Resource Outsourcing:

Innovation is key to HR outsourcing. The companies are grappling with the recession, increased globalization, the cost of health care, pressure to grow efficiency and a rising number of free-agent employees.” It’s frankly the inability of team

members on both sides of the table to break through effectively,” A plan is critical to successful HR outsourcing. Seltzer explained. He laid out 10 steps to help companies achieve this:

1. Get your House in Order:

Assess the health of your plan constantly. Meet with and learn from internal stakeholders from across the business.

2. Seek Market Intelligence:

“Work your networks with SHRM”

3. Meet prospective providers:

It’s better for everyone if a provider knows early that it won’t fit.

4. Regroup and Reassess:

Create an accurate project plan

5. Keep He Request for Proposals Simple:

Focus on 50 good questions that allow for narrative and creativity.

6. Narrow your Selections and Make Site Visits:

Avoid providers unwilling to do monthly assessments.

7. Innovate and Ideate:

Network with your providers, “Do this because you can’t outsource accountability.

III. Retention Strategy:

Employee Reward Program- You can make a provision of Monthly or Quarterly Award (depending upon the budget) for the best employee, Awarding 2 or 3 best workers each month. The award can be in terms of gifts or money.

Sensing the need to retain talent in a tough market, companies across sectors are tying the performance and fortunes of employees with their own, and are attracting mid-to-senior-level employees with a substantial hike in variable pay in comparison to fixed pay, without taking a hit on immediate costs.

a) Flexible Working Hours:

You have to realize the importance of having a work-life balance. You might be a workaholic who needs to work 24 hours a day, 7 days a week for you to be productive, leaving little time for your personal life. While that might work for you, you cannot expect the same from your employees. If needed, you have to let them take some time off for a well-deserved vacation or other situations which needs a little understanding on your part. Do not begrudge your best employees of the time they need for themselves. This would help solve unease and stress in the workplace.

b) Timely Promotions: -

Employee promotions given within time or given in-time after gaining certain experience or given without any delay, makes employee feel belongingness towards organization. In many cases and in many reports emphasized about in-time promotions make positive influence on retention of employees in the organization. Employee promotions play a key role, especially in the public sector and government organizations.

- c) Timely Promotions:** - Employee promotions given within time or given in-time after gaining certain experience or given without any delay, makes employee feel belongingness towards organization. In many cases and in many reports emphasized about in-time promotions make positive influence on retention of employees in the organization. Employee promotions play a key role, especially in the public sector and government organizations. As a corrective measure to stop flow of resignations and for employee retention in Defense Research and Development Organization (DRDO) in India planned for fast track promotions through performance appraisal of its employees.
- d) Timely Increments:** - Timely Increments in salary makes talented employees to stick to the organization for long time. Many researchers have found that the salary and increments were the core reasons behind leaving of employees to other organizations and competitor organizations attracts talent by showing sole monetary benefits, indeed most of the talent is getting attracted for this reason. It is universal fact and one has to accept that the monetary benefit is the core reason for an employee decision-making on retention in the organization.
- Employee Engagement People are more committed and engaged when they can contribute their ideas and suggestions. This gives them a sense of ownership.
- The **Sony Corporation** is known for its ability to create and manufacture new and innovative products. In order to foster the exchange of ideas within departments, they sponsor an annual Idea Exposition. During the exposition, scientists and engineers display projects and ideas they are working on. Open only to Sony's employees, this process creates a healthy climate of innovation and engages all those who participate.
- TD Industries in Dallas, TX has a unique way of making its employees feel valued and involved. One wall within the company contains the photographs of all employees who have worked there more than five years. Their "equality" program goes beyond the typical slogans, posters, and HR policies.
- e) Performance Based Bonus-** The employee always comes to know about the profit of the company which is of course based on the strategic planning of the top management and the productivity of the employee. To get more work out of the employee, You can make a provision of Bonus. By this employee will be able to relate himself with the company's profit and hence will work hard. This bonus should be productivity based. You can make sure that this bonus is not adding extra-pressure on the budget of Your Company and you can arrange this by cutting a part of the salary hikes and presenting it to the employees in the form of bonus.
- f) Employee Referral Plan-** You can introduce Employee Referral Plan. This will reduce your cost (charges of external consultants and searching agencies) of hiring a new employee and up to an extent you can rely on this new resource. On every successful referral, employee can be given a referral bonus after 6 or 9 months of continuous working of the new employee as well as the existing employee. By this you can get a new employee at a reduced cost as well as are retaining the existing one for a longer period of time.
- g) Loyalty Bonus-** You can introduce a Loyalty Bonus Program in which you can reward your employee after a successful completion of a specified period of time. This can be in the form of Money or Position. This will encourage the fellow employees as well whether they are interested in money or position, they will feel fascinated.
- h) Employee Recreation-** You should also let your employees enjoy in a light mood. You can take your employees to a trip or for an outing every year or bi-yearly. You can make use of this trip as well. You can start this trip with an opening note about the management views and plans, strategies etc. At the same time you can involve your top management into some of the fun activities as this will make feel the employees that they are very close to the management and everybody is same.
- i) Gifts at Some Occasions-** You can give some gifts at the time of one or two festivals to the employees making them feel good and understand that the management is concerned about them.
- j) Accountability-** You should make each employee accountable so that he can also feel that he is as important as his manager. If he/she will be filled with this sense, he/she will seldom think of leaving the company.
- k) Making the Management Effective and Easily Accessible-** You should make the management easily accessible so that the employee expectations can be clearly communicated to the top management, as it is impossible for the top management to reach each employee frequently.
- l) Surveys for Feedbacks from Employee -** You should conduct regular surveys for feedbacks from employee about their superiors as well as other issues like food, development plans and other suggestions. This will make them feel of their importance and the caring nature of the company. Some of the suggestions might be of real good use for the company.
- m) Employee referral program-** according to the recent survey it is found that employees within organization

feel motivated if references of them given importance while recruitment of employees. Employee referral program surprisingly raising employee retention level of organization, which also became a human resource strategy for employee retention.

IV. Total Quality Management:

Total Quality Management (TQM) is an important aspect of current management thought. However, the human resource management implications of TQM have still to be subjected to detailed analysis and investigation. This article outlines the basic elements of TQM and compares these with previous movements for managerial reform. The comparison highlights the similarities and differences with earlier schools of thought and the history demonstrates the need to distinguish between espoused and implemented theories

The implications of TQM for employment relations have not been adequately thought through, but TQM can be distinguished from earlier schools of management thought by its orientation to systems instead of persons. To illustrate this difference, the TQM approach is compared with the philosophy of Management by Objectives Because MBO has a focus on individual, rather than system performance, it can have harmful and demotivating consequences. It is noted that the original philosophy of MBO did not intend to encourage short-term orientations limited to financial returns. However, MBO has failed by becoming a recipe, in which the most visible features become the end rather than the means. TQM can avoid the dangers of demotivating people, but care will be needed to ensure that TQM does not also become a recipe, in which certain visible techniques replace the substance of customer focus, teamwork and data-based decision-making.

V. Attrition

Attrition, in Human Resource terminology, refers to the phenomenon of the employees leaving the company. Attrition in a company is usually measured with a metric called attrition rate, which simply measures the no of employees moving out of the company (voluntary resigning or laid off by the company). Attrition Rate is also referred as churn rate or turnover.

➤ Attrition Rate Formula

Attrition rate refers to the rate at which employees are leaving an organization. Attrition rate can be calculated as:

$$\text{Attrition Rate (\%)} = \left(\frac{\text{Number of separations}}{\text{Number of employees}} \right) * 100$$

Attrition rate gives an idea as to how many employees are leaving the company at any given time period. It is an important factor as companies have to prepare to start recruiting for the positions which are critical and cannot be left vacant.

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➤ Steps to Control Attrition:

Companies can take several corrective actions in order to ensure that employees stay in the company and can reduce the attrition. Some of the employee retention strategies to control attrition are mentioned below:

1. Motivating employees through a growth plan can help reduce attrition.
2. Recognize employee accomplishments through rewards.
3. Expose employees to newer roles within the organization which helps them build their careers.
4. Taking constant feedback from employees can help control attrition from unsatisfied staff
5. Continuously strategize organizational structure to remove irrelevant job positions to reduce misfit recruitment.

Attrition can also be used to refer to customer attrition which is the no of customers which a company has lost in a given period of time. Attrition, in general, refers to loss or decrease in no of personnel, material etc.

6. Conclusion:

Human Resource Management focuses on matching the needs of the business with the needs and development of employees. Tarmac depends on its people because their skills contribute to achieving its business objectives. An every employee has a valuable role to play. The emphasis is on helping individuals to work together. Workforce planning is part of this strategic process, which looks at the long-term needs across the organization. It can present of all other recent innovations. Personal development plans enable every individual to grow both professionally and personally within the business. They also help create a distinct and important competitive advantage through selecting and developing highly motivated and skilled staff that are able to perform at high levels.