THE HUMAN RESOURCES MANAGEMENT STRATEGIES AND ITS ROLE IN THE ACHIEVEMENT

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Abstract

Human resource management is the effective and strategic management of an organization's people that helps in completing the required tasks in a timely manner to gain a competitive advantage. It helps in improving the efficiency of employees based on the quality of strategic choices made by the employer to achieve organizational goals. The following article discusses the role of human resources management in organizational development based on the implementation of tasks and processes required for effective workforce management. It can help an organization retain its employees for long-term business by completing its mission and vision objectives in a timely manner.

Keywords: Planning, Resources, Talent Hiring, On Boarding, Performance Appraisal, Training Management.

INTRODUCTION

Human resource management is a planning or strategic method to the efficient and effective management of people in the organization.

The aim of the human resource department is to achieve innovation, competitive advantages, and flexibility. As stated by Hauff (2021), there are various analytical planning is in human resource management systems to evaluate connection between human resources management practice.

Recruiting, planning for organizations to achieve the goal in a better way. Thus, they assist to achieve their business goals. Strategic human resource management (HRM) is a connection between planning and organizations human resources, objectives and achieving goals.

Human resource management is one of the primary components in the organization for making strategies as per the business requirements to achieve the goal.

In this article, different functions of human resource management and their importance in the organizations are analysed. in conflict with the public sector, observed research on goal ambivalence in the semi-public sector is limited.

Likewise, here an in-depth understanding and analysis on the achieved benefits of human resource management (HRM) strategies and their functions t be discussed in this section.

Analysis of HRM

Human resource management refers to the process of determining the responsibilities, specification of the given job.

Analysing jobs by human resource management assists to build the degree of qualification, experience and skills that are required for executing a task successfully. Three job analysis

methods that include in the Human resource management process, that are Interviews with help of this job analysis method, analytics arrange the interviews. Interviews can be unstructured or structured.

As discussed by Galena *et al.* (2019), human resource management practices are effective in making strategies in the context of improving information security performance. It depends on the organizational culture.

Structured interviews follow the planning or systematic methods. In this method, all the employees asked the approximately same questions, evaluated and compared the answers with criteria. contributions of human resource management team's strategies about achieving organizational goals are a major key to sustain business performance. Structured interviews have a high level of sincerity. Unstructured interviews can be performed with different questions with different methods; answers may not be compared with criteria. Questionnaires that focus on the skill, experience and knowledge, daily performance duties, time spent on different jobs, work conditions, salary and many more.

However, questionnaires assist analytics to begin the job analysis process. Observation where it enables analytics to observe the employee's daily performance for each job. As discussed by Budhwar et al. (2019), Human resource management is involved in strategies, recruiting, staffing and analysing the employee's productivity.

Data collected by observing employees is very effective and helpful to understand the employee's efficiency. Observation is one of the essential components, which help job analytics or human resource management (HRM) to directly achieve the information.

Human resource management is an experienced research group for complex organizational situation analysis. Human resource managers need to know the employee's commitment and loyalty towards the job and organization.

human resource management examines the performance of the employees. Data about employees' performance needs to be aware. Human resource managements provide the data to the organizational managements; implement effective programs and approaches, which help employees to improve their task and organizational performance.

In four different groups, Human resource analysis allows segmenting the employees. Such that, loyalist means loyal to the company, promoting the company and being supportive and dedicated towards their assigned jobs.

Careerists dedicated to their assigned job, valuable and efficient. As viewed by Kumah *et al.* (2021), determining HRM practices for improving security of information technology is an essential point in organization. Passengers include lack of dedication and not loyal towards the company and task. Leaders that refer to the involved and loyal towards the company and their job. They are most valuable in the organization.

SWOT analysis for Human resource management, finding employees' attitudes to particular areas are important to analyse. Human resource analysis (HRA) by the assistance of statistical analysis assesses is a major factor among the monitored factors. As described by GURL (2017),

investing and analysing the strength, opportunities, weakness (SWOT) of a company system is popular among business analysts and researchers.

Main Pillars are very important, positively recognized by the employees.

Accepted Background, low importance factors are displaying a high rate of employee satisfaction. Acceptable deficits are negatively recognized factors. Hidden danger is very important, negatively recognized by the employees.

As a practice, organization and business depends on three major factors, As described by Ringle *et al.* (2020), HRM strategies provide structural equations as per the business need. These are physical resources such as equipment and materials, financial resources such as cost, cash, debit and credit and people.

Human resource management refers to the management of entire decisions inside an organization, which are related with the people.

HRM assures the effective application process and policies in the business. Human resource managements are there in organizations to maintain the balance between employee satisfaction and needs in order for companies' profitability to reach its goal and objectives. international human resource management acumen for navigation the covid pandemic. Human resource management has a major effect on organizational functionality aachieving organizational goals, HRM plays a major role for that.

Functions included under HRM strategies

Seven functions that are included in HRM are talent hiring, on boarding, Training management, performance appraisal, workforce engagements, payroll managements, compliance management.

Talent hiring is one of the major tasks of the HR. Function of human resources requires a proper plan and execution of that plan to not miss any candidate. As discussed by Roukema *et al.* (2020), a self-managing team of human resource management assists employees to track employees' own efficiency. Human resource management software also hires people effectively.

Application tracking systems make this process very easy and less time consuming.
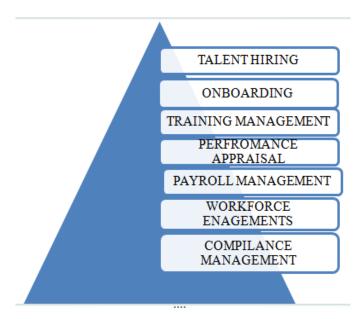
On boarding is one of the important roles of human resource management to orient new candidates. As opined by Keegan *et al.* (2018), organizing the human resource management is required for creating effective planning.

This section ensures that new joinees feel comfortable and easily blend with the corporate new culture. Effective on boarding as human resource management includes a smooth on boarding process of new joiners.

Providing them proper training and making them well aware about the responsibility. These are included in human resource management functions.

Figure 1: HRM functions

(Source: Mira et al. 2019)

Training management providing training to the new joiners and transparency about the company's goals to the new employees are very important for the organization for achieving future goals. As stated by Ahammad (2017), human resource management divides the employees in different groups to understand their productivity and thoughts. Educating new joiners effectively as per the company requirements and motivating them help organizations to achieve goals by new employees' work contribution.

Performance appraisal rewarding employees is one of the effective ways to give recognition for their hard work in the organization. Reviewing and rewarding is one of the important functions of the human resource department.

Workforce engagement managing employees is a big responsibility for the human resource managers. As illustrated by Norlina *et al.* (2020), human resources help to improve the quality of employees' work by providing them reward for hard work and motivating them. The workforce management and engagements assists to encourage better employee relations and promote the better workforce environment. Tools like employee self-service help employees to serve themselves.

Payroll management this is the toughest job of human resource management. Committing payroll, tax, PF, Lop makes it very critical for independently doing this. As opined by Para-González *et al.* (2020), building the link between people and performance is very essential for achieving the goal. Software assistance such as payroll management software makes it easy for human resource departments and payroll departments to generate payroll.

Managerial functions of human resource management include Planning, directing, organizing and controlling.

The Objective of the HRM is to achieve the organizational goal.

Organizational objectives of HRM include the workforce handling, staffing and training. Human resource management requires effective resources, planning and execution. As discussed by Idrees *et al.* (2018), strategic human resource management functions are required for staffing and recruiting the new talent. Team integration human resource professionals must ensure smooth communication with departments. They ensure proper resources are available to employees for achieving targets effectively. Apart from that, employee motivation is an important objective for the human resource departments. Keeping employees motivated and guiding them on the right path is important for the organization to achieve its particular goal. Human resource management is described as the process of development of human resources. This is the social process where involving responsibilities and planning are included to achieve the goal of organization.

Importance of HRM strategies for development

The greatest benefit of human resource management is to improve the company's performance by aligning with the business strategies. Manufacturing firms and quality processes depend on the stable human resource system. The company or organization planning depends on the three parts. These are corporate planning, competitive planning and functional level. These planning are line up with the company's strategies.

Importance of human resource management strategies in organization,

Communication goal and objective are two major components in an organization to become successful. This goal is not possible without the help of proper strategies, which are provided by the human resources. As discussed by Chams and García-Blandón (2019), Hr management is essential for the sustainable business process.

If the goals are not translated properly then employees will not be able to perform well in the business processes.

Thus, human resource strategies for the business operation play a major role.

Setting efficient people to achieve goals human resource management always hires people for the different business processes.

Thus, HR people become very knowledgeable about the people they are hiring.

integrating strategic human capital can be done into strategic HR management. Certain goals are given to the particular employees with the help of human resource strategies.

Forecasting future employees or human needs, the strategic human resource management is able to forecast the future human needs for the company. Strategic human resource management minimizes the chance of shortage of human supply in future. It assists companies to maintain consistency of their business operations.

As viewed by Ren *et al.* (2018), Selecting and utilizing motivational tools, strategic human resource management finds out the need of employees, which motivate them to work effectively. With motivated employees, the organization can achieve the goal.

Benefits gained by HRM strategies

Human resources management (HRM) strategy comes out only when the different objectives and goals are combined together. The major goal of combing this is to increase the improvement in the business.

HRM strategy helps in gaining and developing a culture in an organization strongly. Helps in encouraging the different members or employees of an organization in context to become innovative and flexible which provides the business an advantage for the competition around the globe. Strategy in the HRM is the best process which provides a solution for the HR effectively for owning the organization.

The benefits achieved while adapting the HRM strategy are training and development of the members or employees of the organization.

development and training of the employees helps in enhancing the performance beneficial for an organization in context to competencies.

Enhancement *in the employee performance* by providing proper skills and training helps in achieving the target of an organization.

According to the study of Adler and Ghadar, (2017), departments' needs for satisfaction are hired under the benefits of HRM strategy.

Keeping the basic requirements of the departments in mind it is the work of HRM to satisfy the requirements of the departments. Different departments required skills whereas some of the departments required different team members in context to achieve the goal of an organization.

A HRM is similarly like the pit and mechanics which work harder so that the race bike can get the best shape possible to reach the destination before the others.

Basically according to the idea of Chanias (2019), the strategy process can be concluded into two different processes such as formulation of the strategy and implementation of the strategy. Formulation of the strategy is referred to recognizing the problem and gets the pepper vision for achieving the goals. Implementing that strategies include the different ideas through which it can be included in order to meet goals.

CONCLUSION

Based on the above the analysis of the HRM is evaluated through three job analysis methods required in the context of HRM. The three job analysis methods including Interview, Questionnaires and observation are the three methods that come during the recruitment criteria for HR of an organization. Based on the above the different functions included under the HRM strategies are concluded.

In this the factors associated with the HRM strategy includes several key points or processes such as Hiring the talent, on boarding, training given on the management, appraisal is provided to the employee in context to their performance.

The total management of the payroll of an employee in an organization comes under the factors of HRM strategy. The most important factor mentioned above is the factor of the workforce. SWOT analysis on the HRM is done above.

The importance of HRD and the benefits associated with the HRM strategy is concluded. The benefits of the HRM strategy in an organization can be defined into several points. HRM helps an organization in order to achieve the goal.

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