

A Report on HRM Challenges





What is Challenge ?



- A call to take part in a contest or competition.....

What is a Challenge for HRM ?

- Now a days HR duties & responsibility has become a challenge for HRM to compete with global competitors(MNCs) & to sustain in the diversified economy.

HRM Challenges...

- Globalization
- Handling Multicultural / Diverse Workforce
- Employee Selection
- Training & Development
- Balance with Work Life
- Retaining Talents
- Conflict Managing



How “Globalization” affects to HRM challenge....



- How to face competition from MNCs is a worry for Indian firms.
- As globalization spreads, more foreign firms are entering Indian market and the challenge Before domestic firms are going to be much more severe in the years to come.

Handling Multicultural / Diverse Workforce

- Dealing with people from different **‘age’**, **‘gender’**, **‘race’**, **‘educational background’**, **‘location, income’**, **‘parental status’**, **‘religious beliefs’**, **‘marital status’** and **‘ancestry’** and **‘work experience’** can be a challenging task for HR managers.



Conflict Managing



- HR managers should know how to handle employee-employer and employee-employee conflicts without hurting their feelings.
- Although it is almost impossible to avoid conflicts among people still handling them tactfully can help HR managers to resolve the issues. They should be able to listen to each party, decide and communicate to them in a convincing manner in order to avoid future conflicts.



Retaining Employee...



- Globalization has given freedom to working professionals to work anywhere in the world
- Now that they have endless lucrative opportunities to work, hiring and retaining the best industry talent is no joke.
- providing excellent work environment and offering more remuneration and perks than your competitors can retain and motivate them.



Balance with work life...

- Balancing work and life assumes relevance when both Husband and wife are employed.
- In India, working women now account for 15% of the total urban female population of 150 million.

Programmes aiming at work-life balance include:

- Child care at or near the workplace
- Job sharing
- Sick leave policies
- Flexible work timing
- Care for sick children and employees.





Employee Selection

External Factors

- Recommendations
- Political influence.
- Personal bias
- Pribing

Internal Factors

- Cost of recruitment
- Job analysis
- Human resource planning

How to overcome the challenge.....

SUGGESTIONS

- Proper HR PLANNING
- Facilitation
- Ethical Behavior
- Coordination
- Sympathy & Consideration
- Knowledge Of Labour
- Academic Qualifications
- Fairness

