

Role of Human Resource Manager to Overcome Challenges and Manage the Organization Operations: A Descriptive Study of the Role of Human Resource Manager

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ABSTRACT

The presented paper has studied the effective role of HR manager to enhance performance and overcome from challenges studied on this. A descriptive research method is used to elaborate and highlight the responsibilities and functions of the HR expert. The study has helped to determine and identify the challenges and obstacles that occur and how to manage those in any organization presented. The presented study highlighted possible solutions to overcome these hurdles and challenges. Also highlighted how innovative and changing Information and Technologies (ICT) are playing a crucial role in organization operations and the significance of hierarchy and training of the employee as per technological advancement.

KEYWORDS: Role Human Resource Manager to Manage the Organization Operations, Human Resource to Overcome Challenges and Manage the Organization, Importance and Significance of HR in Organizations, Functions and Operations of HR Department

INTRODUCTION

To study the effective role of HR in enhancing performance and overcoming challenges studied on this. A descriptive research method is used to elaborate and highlight the responsibilities and functions of the HR expert. Familiarizing HR roles and functions and the contribution towards an employee and the significance is highlighted. To study the challenges for Human Resource professionals this paper used secondary data to understand and identify the hurdles that are seen nowadays in multiple companies. Used various survey data news articles, research articles, and the articles of the professional HRs of the various companies.

OBJECTIVES OF THE STUDY

1. To determine the challenges that face by HR Manager and how to resolve
2. To give a solution to the problem in management operations

REVIEW OF LITERATURE

- The author (Braja Deepon Roy) has mentioned the challenges and approach in front of HR professionals regarding Rules and Regulations, Hiring, Changes in Company Rules, Employee Training, Compensation, Employee Retention, Mental Health and Wellbeing, Lack of Agility, Employee Communication According to the author (Christine Campbell,) she had highlighted the challenges in the digital era technology which has improved and streamlined human resource management in some ways and has introduced new issues as well. Some of the most common HR tech challenges include selecting the right HR system, implementing it, and integrating it with other tech.
- The author (Samridhi Srivastava) has discussed the survey conducted by Ambition Box and the survey study unveiled that 53% strongly oppose a 70-hour work week, whereas 32% are in favor of it. Additionally, 65% of respondents believe that a 40-60 hour work week is optimal for both productivity and well-being.
- According to the author (Andrea Boatman), It has mentioned how HR service delivery is changing rapidly because of workforce shifts and technological advancements it has also mentioned the HR service delivery model to resolve the problem. He has also mentioned the "three-legged stool" of David Ulrich.

RESEARCH METHODOLOGY

To study the challenges for Human Resource professionals this paper used secondary data to understand and identify the hurdles that are seen nowadays in multiple companies. To collect the data various news articles, research articles, and articles of the professional HRs of the various companies. Various survey data were collected to observe the mental health of the employee and their desires for working limits.

Challenges for the HR Professionals

There are various types of challenges and hurdles are presents which are faced by HR professionals from hiring to employee retention and mental health and well-being to job insecurity of the employee of an organization or company. Nowadays, technological advancement changing the paradigm of the companies working framework and the essential need for Information and Communication Technology (ICT) literacy. In business operations

Problems in Business Operations to Confront as HR

How HR service delivery is changing rapidly because of workforce shifts and technological advancements. These are the significant challenges that are creating hurdles for an HR person. The traditional HR service delivery model revolves around a decentralized, generalist HR staff. They report to and meet the needs of each business unit directly at the local level. Traditional methods do not work efficiently today then how to tackle and develop this working process in today's advanced era?

Possible Solutions to Tackle Challenges by the HR Professionals

To confront the challenges we have a solution to overcome to find the right hire, the recruiting team should check up on many things. Some of these are skills tests, past work experience, future goals of the candidates, and employee persona. In implementing these, recruitment tools are a great help in this matter. If the changes in company rules there must be transparency in company rules to tackle this HR challenge. Instead of bringing a change abruptly, it is better to put the new rules through trial with a grace period. To train new employees the HR challenge should implementing a mentorship program for

seniors and juniors. It works by having your senior executives coach the junior, and this has a twofold advantage.

First, by mentoring the juniors, the senior executives can enhance their communication skills. This will help ascertain their leadership style and skills for the future. Secondly, the juniors get guided by industry experts in a cost-effective method with nearly no extra expenses. Compensation is also an area of challenge for HR should design different employee rewards and recognition programs. It will compensate for your employee's hard work, minus a continual rise in the payroll. Employee retention is also a significant problem for HR because if skilled employees are not treated well, there are plenty of other options that they can adopt. To overcome this obstacle it should follow a structured plan, proper job description, designation playbook with duties, mentor matching, and feedback. A recent study unveiled that 53% strongly oppose a 70-hour work week, whereas 32% are in favor of it. Additionally, 65% of respondents believe that a 40-60 hour work week is optimal for both productivity and well-being. To consider this problem then possible solution may be to acknowledge and respond to the sentiments and expectations of the workforce, businesses and organizations have the opportunity to adapt and create a workplace that aligns with the evolving needs and priorities of their employees to their mental health and wellbeing.

Possible solutions to maintain smooth business operations

As we know HR Operations is multi-faceted this plays a crucial role in developing a company's people strategy to reach its business goals HR Operations should follow effective HR services focusing on aligning HR policies and practices with the company's overall objectives. It should involve overseeing key areas such as performance management, learning and development, succession planning, compensation and benefits, and leveraging HR data and analytic to inform decisions. The aim should be to develop and maintain a workforce capable of meeting current and future organizational challenges, fostering a positive organizational culture, and ensuring long-term growth and sustainability. HR professionals should focus on their key responsibilities Administration Compliance Recruitment on boarding Employee relations off boarding Building a sustainable organization Implementing and maintaining HR best practices and Designing, monitoring, and improving HR processes, policies, and technologies.

Conclusion

We have studied the various types of problems, hurdles, and obstacles that are faced by the HR role personnel from business operation management to the employee perspectives. We had given possible solutions to overcome these hurdles and to overcome these challenges. How innovative and changing Information and Technologies (ICT) are playing a crucial role in organization operations and the significance to hierarchy and trained employees according to technological advancement. Mentors and mentor-ship programs for the freshers and new comers are also plays an significant role to understand the process and new innovative technologies. It also helpful to change the paradigm towards technological convergence shift.

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