

A perspective analysis on human resources and suggestive measures to improve their workforce in Indian context

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Abstract

India is a country where there is an abundant supply of human resources but at the same time their quality and standard of workforce is very low. On the basis of the report given by UNO India was placed at 131th rank in terms of Human Development Index (HDI) but compared with in the less developed countries the index is very little low. From the days of independence the Government of India has launched various programmes and policies to improve their working efficiency but the Government was not able to achieve the desired results. There were many more policies ensuring better productive workforce to increase their standard and quality of the production process so as to achieve the better results. In Indian context these programmes like social security and compensation policies not only

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safeguard the interest of the working class but are also providing a fair and competitive wages. Proper HR policies are needed so as to tap their full working capacity and also to improve the status of the firm. More precisely the working class in India has drastically faced many challenges and risks under the globalization period. The authors make an attempt to analyse the role of human resources in Indian context and certain suggestive measures to improve their workforce in a detailed manner are brought out in this paper with some illustrations.

Subject Classification: 91-00.

Keywords: Human resources, Planning, Strategies and approaches, Suggestive measures, Working environment.

Introduction

HR Planning is an approach plan for the department of human resources and allied sectors that focuses on resource allocation to guarantee that employees are compensated appropriately for their skills and abilities. Essentially, it ensures that employees are adequately compensated for their contributions, with no disparities in the benefits they are entitled to earn depending on their gender, age, contract with the company, or other variables. Managers, salespeople, and administrative staff, for example, are all different categories of personnel. Human resource planning's main goal is ensure a steady labour supply by guaranteeing that the labour force supply grows as well as establishing a stable labour demand in the current job market. As a result, in order to promote a strong business strategy for the organisation, the human resource planning department must consider a variety of aspects such as current labour demand, supply of trained personnel, and the introduction of new technologies. There are a variety of techniques that can be used to gain a competitive advantage in the market. The complete human resource planning process includes processes such as research, analysis, assessment, and consultation.

Background of the study

Organizations can utilise Human Resource Planning (HRP) to understand their people's needs, identify their capabilities, and develop a realistic strategy to use HRP to optimise workforce requirements by understanding HRP. HRP refers to the ongoing interaction between Human Resources Management (HMS), strategic and operational objectives, and the measures required to increase an organization's capability and functioning needs. Human resource planning (HRP) assists

in determining what a company's personnel require, how to obtain them efficiently, what roles and duties they require, and how to best apply these in order to maximize organisational effectiveness.

Significance of the research

Human resource planning involves a strong establishment between the labour demand and supply and that is treated as an initial step. As a result, the gain in productivity is precisely proportional to the increase in labour supply. We discover, using both graphical and statistical analysis that efficiency has generally grown steadily over time, with pure efficiency increasing more than scale efficiency. HRP aids in the understanding of human capital requirements, the establishment of training and development programmes aimed at developing and retaining qualified, capable, and trained personnel, and the identification of labour supply sources. When the SMEs are split into 'small' and 'medium' firms, the results suggest that WCM (working capital management) is comparatively more significant to the performance of 'small' partnerships than 'medium' firms. [01, 09].

Review of literature

In view of to Dwivedi (2012), HRP is a procedure that gives aids with the effective execution of crucial human resource tasks that are possible to execute , such as giving precise and timely information regarding the best time to conduct employee recruitment and to establish a profit to the firm in terms of hiring[04]. Ghazala and Habib (2012), for the development of company or firm, all personnel must necessarily have a skill sets and competency quality in terms of Human resources planning [05].

Statement of the problem

Planning on HR also includes assessing impact of labour market changes on a company's capacity to attract and retain essential individuals. Companies should think about the types of employees who will be available in the future, particularly in terms of skill sets and education. It should also take into account the implications of changes in immigration legislation as well as changes in eligibility for government benefits like Social Security. This paper mainly discusses on "A PERSPECTIVE ANALYSIS ON HUMAN RESOURCES AND SUGGESTIVE MEASURES TO IMPROVE THEIR WORKFORCE IN INDIAN CONTEXT".

Horizons of the research

This research is very useful for policymakers and planners to chalkout future perspective plans to tap the efficiency of workforce of the human resources. It is the best tool for the academia and future researchers for making comparative analysis of HR Planning. Under this context this research is having more scope and immense importance of analyzing the future trends of HR Practices [08]. In order to analyse the effect of more than one independent variable on dependent variable multiple linear regression models has been applied. The model has been used on the training data to predict dependent variables and to extract features with highest impact on salary prediction [7,10].

Objectives

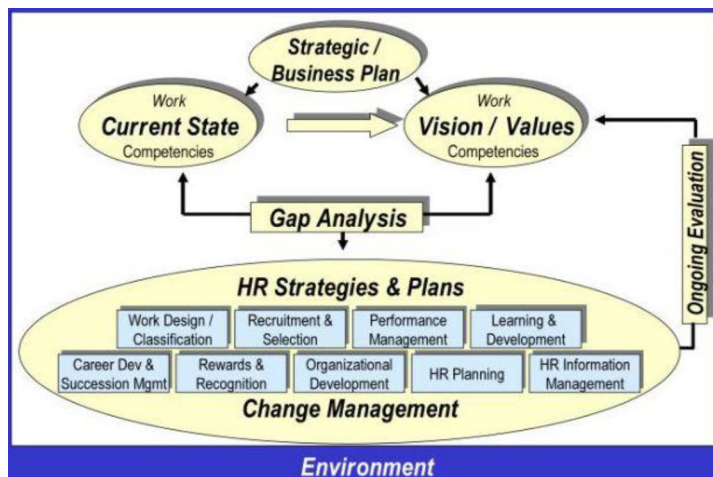
- To determine the most efficient strategical measures of human resources planning followed in India.
- To understand the need for following suitable human resource planning processes.
- To investigate the sequences underline the need for monitoring suitable mechanism of HR Practices.
- To assess the role and significance of suggestive measures followed by the stakeholders to tap potentialities.
- To find out new avenues of increasing workforce of human resources.

Research questions

1. What is the role of Govt. and other stakeholders to prepare suitable human resource policies?
2. What are the prominent approaches and strategies followed in Human Resource Planning?
3. How suggestions are useful for ensuring good working environment among the employees?
4. How to analyse the pros and cons of the schemes and how to evaluate the ongoing schemes?

Analysis and discussion

In order to complete a set of work or certain task HRP was very much useful for calculating the amount or quantity of human resources that is needed to achieve. On forecasting the demand and supply of future era it is very challenging business, as an outcome firm customizes their perspective and has an immeasurable future in terms of requirements based on HR [06,07].



Qualitative approach: This is bottom- up approach which mainly concentrates on the need of an employee who is at lower level and it involves assisting in preparation strategy and produces all training facilities for staffs and looks into salary benefits promotion etc.

Quantitative approach: One of the best methods which involves top-down approach in terms of planning on human resources where top management involves production of Strategy and is deciding factor and plays a vital role. Here head counts are major factor in deciding a plan. [02,03]

Mixed approach: This process is a combination of both top-down and bottom-up techniques. There is a firm grip between management and workers in this concept.

Suggestions

Now there is an urgent need for taking effective steps to improve the quality and workforce of our human capital by restructuring strategical

measures in the lines of startup or standup programmes so as to shoot the latest needs and demand for labor market.

- Most of the human resource planners strongly advocated the policy of innovative oriented training programs.
- Identifying the areas with better scope for inexpensive methods and cost reduction technologies.
- Research and development wing of many industries must eventually be involved in undertaking new areas of research on utilizing effective labor force.
- The attention of the planners must not only be in the field of improving the technical know-how but also providing certain fringe benefits to its employees.
- To create a good image and name and fame of the institutions, the top HRM must come forward to implement attractive packages to its employees.
- Strict enforcement of legislative laws and safeguarding measures to protect the interest of working class by the way of labor welfare oriented programs.
- Steps must be taken to ensure fair wages by avoiding discriminate and exploitation methods by the way of giving more work hours.
- Steps must be taken to ensure the enough representation of workers in the management councils.

Concluding observations

From the foregoing discussion on human capital one can easily come to the strong conclusion that there is an urgent need for reorienting and redesigning new systematic approaches to be followed among the working class to improve their workforce. By devising suitable policy measures the potentialities of the untapped resources can be tapped, which is most crucial for the progress of an industry. Most of the HRM planners and top bureaucrats strongly advocated the policy of innovative cum production oriented techniques to the proletarians, since implementing and delivery mechanism of welfare measures are not adequate to meet the entire needs of the working community and effective vigil must be made to implement certain social security measures by covering their monetary or physical loss. More specifically our own and pre-dated era of liberalization on

boundary-less trade restrictions working class may be permitted to migrate from one region to another to grasp new knowledge and sophisticated techniques of productions which will ensure the growing tendency of the form in future by the effective role of workers participation in the management.

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