

Human Resource Management and Its Key Challenges in an Enterprise

Description

The challenges encountered by the HR management in companies may vary depending upon the type of business, organizational policies, availability of resources, budget allocation to different projects and much more. However, more in general following are some of the basic challenges the HR professionals have to meet in their day-to-day operations while regulating a systematic workflow.

Staffing and Corporate Training: Recruitment processes and professional training for the new and existing employees at periodical intervals is a matter of leveraging significant investments. This is hefty process involving advertisements, selecting potential candidates from the pool of applicants, conducting selection and screening tests, and much more. During the post-hiring period, it is also an important job to deliver effective training to the new recruits to make them acquainted with the work processes, necessary official practices and much more.

Technology Upgrades: The technological advancements are occurring with rapid pace. Every organization aims to make efforts to upgrade the technological infrastructure for the best work efficiency and quality output. This is a matter of great investment and subject to in-depth analysis regarding the type of upgrade required, estimation, communication with the working staff etc. The HR department has much role in taking feedback from the employees on the challenges in the work system and the type of assistance required.

Efficacious Communications: The preferred nature of communication within an organization varies greatly depending upon several factors. The HR management has the responsibility to meet the requirements of the communication pattern, grow up with the company culture, and much more to regulate important day-to-day affairs smoothly.

Organize Collaborative Work Atmosphere: The HR management is bestowed with the responsibility of working with the different departments, the company directors and other superior levels. The HR professionals have to bear the responsibility of collaborating different working groups to regulate systematic workflow. They also play the negotiator between the employees and the top-level management of the company.

Succession Planning and Employee Retention: The HR professionals must have the quality of recognizing the skills of efficient employees and look for their retention to the best of the company's

interests. They need to establish a motivating work environment to raise the productivity of the man force. They have to bear the responsibility of preparing employee assessment and performance report on periodical basis to adjudge the eminence of each in the company.

Corporate Relationship Management: One of the major roles of the HR department is to maintain a solid rapport of the company in the niche industry and business. They have to regulate smooth operations and maintain strong relation with the trade associates, suppliers and others. They have to look into the matters of reducing the costs, establishing negotiations, take actions, play key role in company's decisions etc.

In the competitive world, every company eyes growth opportunities, survive the major market threats, and establish paramount market position. The HR management has eminent role in deciding the overall development of the company especially a motivated and highly talented group of professionals who are all set to take the company beyond new dimensions.

Category

1. Time Tracking

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