

# Navigating Human Capital

## A Holistic HRM Approach

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# Human Resource Manager

Human resource management (HRM or HR) is the strategic approach to the effective and efficient management of people in a company or organization such that they help their business gain a competitive advantage.

The person involved with planning coordinating and directing the administrative function of an organization is referred to as a Human Resource Manager

He/she plays a vital role in various activities like interviews, onboarding the new employees, employee issues, training, etc., and managing the whole activities related to human resources. Also, responsible for some decisions concerning employees.



# Daily Challenges of HR manager

Usually that talent and attitudes change according to the type of company. In a market - as it is today - in which complexity has reached the highest levels and in which economic and social contexts are changing, a human resources manager plays some routine functions, which includes





# Selection & Recruitment

## Selection

- One of the common roles and responsibilities of a human resource manager is to supervise the selection process of the company. He/she is responsible for hiring the top and most qualified talent for the organization. A talent that can use their skills for the development of the organization.
- The HR manager forms a selection strategy for the right talent acquisition process. Moreover, adopt the different ways to avoid bad hires for the company.
- Consequently, the human resource manager should have the knowledge and a broad network and talent pool, because with the proper workforce company can't reach its goal. Furthermore, have deep insight to overcome selection & recruitment challenges.





# Recruitment

- HR needs to understand the organization's needs and make sure those needs are met when recruiting for new positions. It's not as simple as just throwing an ad up on Indeed: you'll need to analyze the market, consult stakeholders, and manage budgets.
- Then, once the role is advertised, more research needs to be done to make sure that the right candidates are being attracted and presented. Recruiting is a massive—and costly—undertaking; the right candidate can revitalize an entire organization, but the wrong candidate can upend operations.





# Training

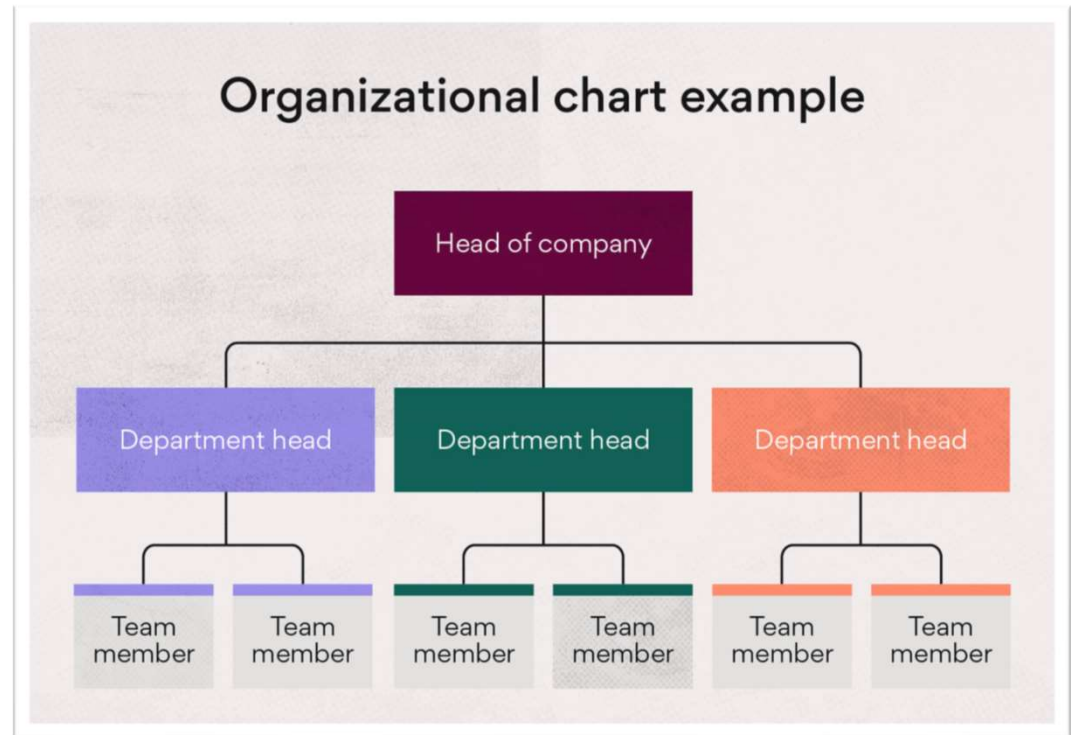
- HR management's role regarding training and development includes providing orientation, evaluating performance, assigning appropriate training, handling succession planning and improving organizational processes
- Introducing new employees to their jobs to provide the necessary initial training and guidance is one key role of HR in training and development. This role involves getting new workers acquainted with the company's culture and job processes, setting work performance goals and expectations and assigning appropriate job training programs.





# Organizational structure and planning

- A human resource manager is responsible for creating an organizational structure. Also, equally, participate in development planning.
- Thus, they forge a different strategy and do proper planning to meet the organization goals. They participate and contribute to the process of identifying, executing and achieving corporate objectives.
- And for achieving goals, they make alignment between different departments. Provide visual insight into the actual goal and what has been achieved. And, let them know the path.





# Policy development

- Another responsibility and role of the human resource manager are to inculcate the government's HR policies with the company's HR policy. And, form an informatics and reliable policy for the company. Moreover, update the policy after a while for the better performance of the employee.
- They have to maintain track if their current HR policy is working successfully. Or need to take some action to evaluate the policy.
- Take a report from employees on this. This policy includes promotion, leave, basic rule and regulation, working hour, etc.







# Reward and recognition

- It is the responsibility of the HR manager to recognize the work and efforts of employees. And, reward them according to their performance in the contribution of the development of the company.
- Through the reward function, the HR manager tries to encourage and motivate the employees so that they become more productive and contribute maximum in company growth.
- For that, the HR manager has to gather data from each department. And, provide a ranking, rating, certificate of appreciation or awards to the employees.





# Employee onboarding

- Once the hiring process is over, the HR manager has to switch to the next level. And that is onboarding and employee development programs.
- They have to organize the program based on department and type of work—the program that enhances the skill and knowledge of new employees. And, make them fit for the company's environment.
- The human resource manager allows the new employees to learn new skills and level up their career. They also host employee engagement programs for better interaction between the employees.



# Personal Opinion!



- In my words, HR Manager daily tasks in any organization are quite technical. Hence, the person for this job must hold high skills including communication, optimism, patience, professionalism and other leadership skills.
- I expected this job to be invested with all such kind of jobs roles as explained earlier & desire to experience the same in my career



# Role of generational gap- baby boomers, generation X & generation Y (millennials)

- An individual's age is one of the most common predictors of differences in attitudes and behaviors.
- Generational analysis involves tracking the same groups of people on a range of issues, behaviors and characteristics. Setting the bounds of generations is a necessary step for this analysis. It is a process that may be informed by a range of factors including demographics, attitudes, historical events, popular culture, and prevailing consensus among researchers.

# Baby Boomer generation

- Birth Year- 1946-1964
- Current age- 44-62
- The Baby Boomer generation is an example of a generation that is largely delineated by demography.
- Its oldest members were part of the spike in fertility that began in 1946, right after the end of World War II & youngest members were born in 1964, shortly before a significant decline in fertility that occurred after the birth control pill first went on the market.





# Generation X

- Birth Year- 1965-1980
- Current age- 28-43
- Generation X describes people born from 1965 through 1980. The label overtook the first name affixed to this generation: the Baby Bust. In part, this generation is defined by the relatively low birth rates in these years compared with the Baby Boom generation that preceded them and the Millennial generation that followed them.

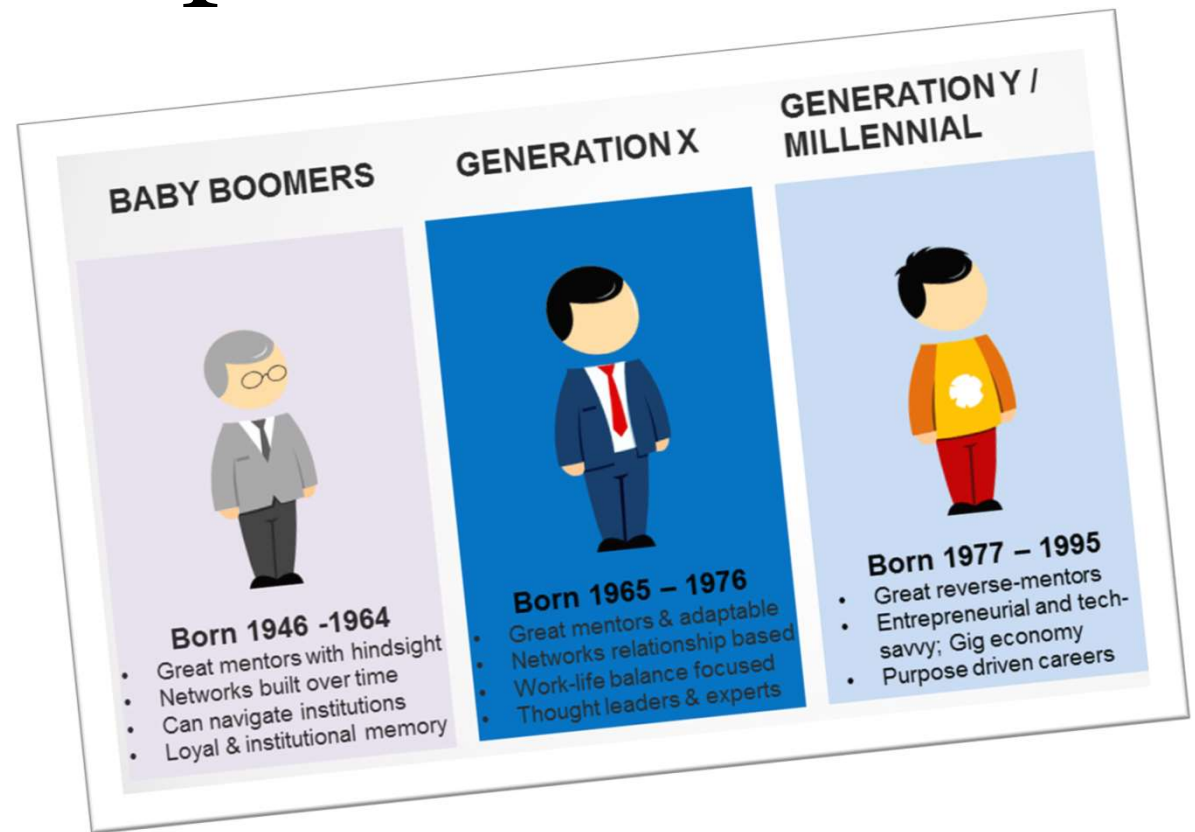


# Generation Y (Millennials)

- Birth Year- 1981-2000
- Current age- 8-27
- Millennials- This generation is largely made up of the children of the Baby Boom generation. The name for this cohort refers to those born after 1980 – the first generation to come of age in the new millennium. As this generation was first entering adulthood, some used the term Gen Y to refer to them, and its boundaries were slightly different.



# Generational Comparison chart



Aspects	Baby boomers	Gen X	Gen Y (Millennials)
Core values	Equal rights, equal opportunities, extremely loyal to their children, involvement, optimism, personal gratification, personal growth question, worry later, team oriented, transformational	Balance diversity entrepreneurial, fun highly, educated, high job expectations, independent, informality lack of organizational loyalty , pragmatism, seek life balance, self-reliance	Realism, confidence diversity, extreme fun! High morals, highly tolerant, highly competitive, like personal attention, self confident, social ability, most educated generation
Work Assets	Good at seeing the big picture, Good team players, Mission oriented, Politically skilled, Service oriented, Works hard	Direct communicators, Eager to Learn, Very Determined, Good task managers, Highly educated, Multitaskers, Thrive on flexibility	Goal oriented, Highly educated, Multitask Fast Optimistic, Positive attitude, Technical savvy
Work Liabilities	Expect everyone to be workaholics, Dislike conflict, Don't like change	Dislike Authority, Dislike rigid work requirements , Impatient, Lack people skills No long term outlook	Inexperienced Need supervision Need structure Lack discipline High expectations Lack of skills people Impatient, Respond poorly

Work Ethic and Values	Loyal to the team, Question authority, Process oriented Value ambition Value collaboration Value Equality, Value personal growth Value teamwork Value youthfulness Want respect from younger workers	Expect to influence the terms, Work/family balance is important to, Have a work ethic that no longer mandates 10 hr days, Like a casual work environment, Looking for meaningful work and innovation, Move easily between jobs, Outcome oriented, Prefer diversity, Rely on their technological. Want to get in, get the work done and move on to the next thing.	Believe that technology enhances their flexibility, Looking for meaningful work and innovation, Looking for career stability, Mentoring is important to them, Obsessed w/ career developments, Prefer diversity, technology, informality & fun, Recognize that people make the company successful, Tolerant, Thrive in a collaborative work environment, Want to enhance their work skills by continuing their education
Preferred work environment	Democratic Humane Equal Opportunity Warm, friendly environment	Functional, Positive, Fun Efficient Fast paced and Flexible Informal Access to leadership Access to information	Collaborative Achievement-oriented Highly creative Positive Diverse Fun, Flexible, Want continuous feedback



What they are looking for in a job	Ability to “shine”, Make a contribution, Company represents a good cause, Fit in w/ company vision, Team approach. Need clear and concise job expectations,	Cutting edge systems/tech, Forward thinking company, Flexibility in scheduling, Input evaluated on merit, not age & seniority	Want to be challenged, Expect to work with company that can fulfill their dreams, Treated w/ respect in spite of age, Social network, expect to learn new skills, Friendly environments
Motivated by	Being valued, needed Money	Freedom and removal of rules, Time Off	Working with other bright people, Time Off

# Generational gap impact on HR

- There are many benefits of a multigenerational workforce. Each generation can have varied strengths and concerns, and differences in styles and expectations can sometimes create tension.
- With Gen X, they are viewed as self-reliant and hardworking, Gen Xers are often considered as fiscally responsible, with millennials, they are technical master-minds which makes them an asset in the present day since businesses are driven by technologies these days & lastly baby boomers, are highly experienced, knows how to deal with unfavorable conditions and can be a good supervision to their juniors.
- Studying the work habits of each generation and proactively anticipating their needs can help companies devise effective human capital management strategies

- Problems in managing generational gaps in the workplace can arise from misunderstanding.
- Each generation can have its own preferences and expectations when it comes to completing job responsibilities. For instance, Gen Xers, baby boomers may be more deferential to authority than their later-born counterpart. Also, since each generation can have a different preferred communication method, the potential exists for information to be missed by certain employees who are not as reliant on technology.
- Millennials care about performance quality and judge their managers by the content of their work, with Millennials, it's best for managers to take a transparent and honest approach, making sure to invite questions from employees.
- Companies should continually look to ensure they have an age-diverse workplace to help facilitate a dynamic and lively environment. An age-diverse workplace allows for experience and wisdom to stand out as well as a youthful energy and eagerness to learn. Age diversity improves employee turnover rates, meaning more skilled and experienced employees at the business.

# HR Interview- everyday challenges & career path

- ✓ When you work in an enterprise there are a lot of people that you have to manage and work collectively for the greater good which is to profit the business of concern while maintaining a harmonious environment between the people and the departments.
- ✓ HR provides better management experience, the actual responsibilities of the human resource manager is that he or she need to qualify such candidates to the work position of the company, wherein which he or she need to fulfill all the requirements that the company expects. And such sort of work is called as a management skill. The management skill provides better knowledge about the duties and responsibilities of the working position. Therefore, it is quite clear to everyone that a human resource manager working in a human resource department can expose himself or herself to better management skill.
- ✓ Better job satisfaction as when a person is entitled to handle the working duties and responsibilities of the human resource manager, then at that point of time that particular person need to understand the worth of the position he or she has been hired for. It is not easy to experience job satisfaction in the type of job even along with prior experience in similar field of work. That is why it is advisable for everyone who understand human resource management a bit better because of its visible job satisfaction.

- ✓ Communication skills- A human resource manager needs to be clever with his or her communication skills. And eventually such type of communication skill prevents the human resource manager to build better networks with his or her company clients. Which is fortunately profitable for the development of the company. Therefore, it is very much necessary to understand the value of communication skill in terms of the responsibilities of the HR manager.
- ✓ Better remuneration- while working as a part of human resource department, a person can be exposed to a better level of growth in his or her professional career. Then it is quite obvious that with that better growth in their professional career that person can entertain better remuneration. That is why the professional, who works as a human resource manager are provided with utmost respect in their work field.
- ✓ Value- Most of the time the working environment of the human resource manager conceals all the financial decisions of the company, and that is when the company needs the best possible advice from their professional HR manager in favor of their company. Moreover, it is necessary to cover up all the initial duties of the human resource manager and provide better management system for the company growth and development.



- But there are certain challenges that HR managers generally have to deal with-
- Higher competition- Working in a company as a human resource manager can be the most responsible job, but this human resource management comes with a greater price. As it has been explained earlier in the pros section that the human resource management provides job satisfaction. And such job satisfaction creates competition among themselves. Moreover, increased number of competition can never be considered as a benefit for the overall growth of the company.
- Lower recognition value- One feels happy if someone recognizes, the work a person does in his or her personal and professional sector. Similarly, being an HR manager, he or she expects certain level work recognition. Most of the time the human resource manager lacks in their recognition value. And that is why people consider the job profile of the human resource manager not so developed or growth friendly.
- Greater experience expected- The human resource manager position holds a level of responsibility that while hiring an HR manager the higher department expects a lot of experience in that similar field of work. Moreover, expecting a greater amount of experience can be turned as one of the disadvantages for the person applying for the job. As it is quite clear that a person with a management ability can handle the HR manager position cleverly without any extra experience.

- Conflicts of opinion- A human resource manager handles all the financial and internal activities of the company. And while performing such activities, the owners of the company might differ with the opinion of the human resource manager. And that time the human resource manager need to follow the orders of the company owner even if the decision can be a risk. Therefore, opinion conflicts in workplace can bring in communication issues between the employer and the employee.
- Legal liabilities- there are several sorts of legal obligation when it comes to being a human resource manager, and in the list of legal obligation the most important part is that the HR manager need to do good with his or her legal skills to avoid uncertain issues of the company. Therefore, it is very much important for the employees that the legal obligation can be applied to the human resource manager which can be reasoned with potential issues of the company.

THANK YOU

