EMERGING TRENDS IN HUMAN RESOURCE MANAGEMENT

Abstract

The paper investigates the emerging trends in Human resource management. The 2020 has been a year unlike than any other COVID-19 has forever left its mark on the way of life we work. Though at the time of publishing we're still living through the pandemic, we need to start preparing for a post-covid world. The aim of this article is to identify recent trends in human resource development and to review existing research with regard to these recent trends. As a result, the following trends are identified: artificial intelligence, remote employee, virtual team building, automation, Data- Driven Strategies, employee learning, better on boarding, work place experience, health advocacy programs, care giving benefits, open work force, mobile friendly recruitment. Pre trend, relevant existing research is reviewed and avenues for future research are discussed.

Keywords: *Human Resource Management, Technological, Recruitment Hr Trend.*

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I. INTRODUCTION

The term "Human Resource Management" is frequently used by professionals. The term plays a crucial role in any system's success. In any company, human resource management is quite important. Any management system that has this function in place helps to maximize employee performance.HR develops plans and creates standards, procedures, systems, and policies. The human resource management department handles several duties. They are primarily in charge of hiring, evaluating, rewarding, and training staff members, among other things.

What Developments will Shape HRM in the Future?

Over time, it has undergone significant change, primarily due to the advancement of technology and the influx and emigration of new generations of workers with distinct requirements, desires, and styles.

Objective of the Study

- The primary goal of this work is to examine current developments in the field of human resource management.
- Researching strategies for human resource management in response to the evolving workplace

II. RESEARCH METHODOLOGY

The information provided is just secondary data used in this investigation. The secondary data was gathered from periodicals such as books, journals, newspapers, online theses, and published and unpublished dissertations.

Recent Trend in HR
- Artificial Intelligence
- Remote Employees
- Virtual Team Building
- Automation
- Data-Driven Strategies
- Employee Learning
- Better On boarding
- Workplace Experience
- Health Advocacy Programs
- Care giving Benefits
- Open Workforce
- Candidate Experience
- Pre-Employment Assessments
- Recruitment Marketing
- Mobile-Friendly Recruitment

1.1 Employing Machine Learning

Artificial intelligence (AI) is used by almost every business to streamline its operations. The same is true with human resources. Adding more AI tools into HR processes is one of the themes for 2020. Daily activities for improved workflow and efficiency. The majority of businesses use AI-based HR technologies for the first time in talent acquisition. Businesses who use AI will notice a discernible improvement in the candidate experience and a major decrease in the time to recruit." For example, you may save hours of time per week by utilizing chat-bots to communicate with prospects.

AI can also be used by HR personnel to: Check the education and experience that candidates have listed on their resumes, Identify behaviors that suggest an employee wants to quit the organization ,Manage employee performance a, Respond to HR inquiries from staff members, Customized recommendations for a career.

1.2 An Increase in Remote Workers

The dynamics of the office completely changed in 2020. Workers are working from home anywhere in the world, and the idea of remote working is becoming more and more relevant. enormously well-liked. But for a very long time, developers have used this procedure as a workable paradigm.

However, there are drawbacks to working remotely if you don't fully grasp the idea. More people are working remotely. It's only recently that working remotely has become commonplace, and the COVID-19 pandemic has caused an exponential surge in this number. The prevalence of remote work has presented HR departments with a distinct set of issues. As an example, how do you Foster a sense of corporate community across employees, Oversee the well-being and efficiency of employees?

Function when staff members are situated at divergent times, investigate concerns and complaints when you don't see the people in-person.

1.3 Building Up Digital Team Building

Digital team-building activities can foster a sense of camaraderie and collaboration while assisting remote teams in overcoming challenges.

When members of a team seldom interact "in real life," it can be challenging for them to establish rapport. However, healthy working relationships are necessary for people to feel comfortable sharing ideas, finding solutions to issues, and working together effectively. Additionally, virtual team building helps lessen loneliness and feelings of isolation. You cannot rely on conventional team building exercises when your personnel are dispersed over multiple cities, states, and nations. In order to foster teamwork, HR specialists must get inventive and provide managers with virtual team building ideas.

1.4 Mechanization

"HR automation" is the process of improving the productivity of the human resources department by relieving staff members of tiresome manual labor and enabling them to

concentrate on difficult jobs like planning and making decisions. Organizations can cut costs and time associated with human HR tasks by automating routine and standard HR tasks. It also helps businesses become more efficient by cutting down on the amount of time needed to do jobs without sacrificing the caliber of the work. Numerous important administrative duties are managed by it, including the creation and exchange of files, document filing, information feeding, and the selection of profiles with certain skills. If done by hand, these tasks could take hours to complete.

1.5 Strategies Driven by Data

Every day, HR professionals have to make dozens of decisions, each of which has the power to alter the course of the business. Candidates must be accepted or rejected. Select workplace benefits and plans, organize events, and assess staff members using only your gut feeling as a guide.

Employee data-driven HR techniques to: Select applicants based on their performance history, skill set, and likelihood of being a long-term employee Identify and remove potential reasons for departing to improve employee retention. Learn how to better engage and motivate your staff. Develop training modules that adjust to the pace and learning preferences of your staff. Identify risk areas in your company and put in place the necessary training to address them.

1.6 Training for Employees

HR divisions should concentrate on assisting staff members in achieving their learning objectives in 2020.

Employees who believe their employer supports their personal or professional development will be more engaged, motivated, and productive. Organizations may attract and retain talent by investing in their employees' professional development (learning and performance improvement).

As a matter of fact, over forty percent of workers assert that they are inclined to remain with a company longer if they perceive a consistent allocation of resources towards learning that results in enhanced performance.

In a similar vein, 78% of workers stated they would stay with their company longer if they could see a career path there (Source: Mercer).In order to fulfill this requirement, business units and L & D teams need to implement

1.7 Improved on Boarding

The fact that unemployment is low is finally causing companies to realize they need to hire, train, and retain personnel. In summary, companies will want to identify the right individuals, provide them with excellent training, and make an effort to retain them in light of the dearth of available and qualified workers.

Even though it's the ideal scenario for every HR professional to select the best applicant for each job, there are situations when you'll need to "make do" in order to fill a

position quickly. For this reason, modern on boarding procedures depend heavily on updating outdated training programs or developing new ones. Candidates with skill gaps when they initially start working can have those filled with effective training modules. Additionally, on boarding is particularly crucial because certain roles.

1.8 Emphasis on Experience at Work

You might be surprised to learn how important employee satisfaction and experience are to your company's success. Although the word "employee experience" may sound generic, it is actually rather easy to define and tailor how they are recognized and then enhanced within your corporation. The significance of employee experience is discussed below, along with methods for enhancing it inside your company.

Beatty suggests that HR professionals should prioritize improving the employee experience over employee engagement. "Away from the paternalistic toward a more human-centered interaction, empowering employees and encouraging responsibility," is how this HR trend is changing. Beatty recommends concentrating on the subsequent components to improve the employment experience in following elements:

- **Purpose:** Help employees find purpose and meaning in their work
- **Autonomy:** Consider giving employees more say over how, when and where they work.
- **Belonging:** Find ways to include remote and freelance employees, as well as those of different generations, ethnicity, gender identities, etc.

1.9 Advantages of Care giving

One in six working Americans must balance taking care of an older or disabled family member with their career as the global population ages. Numerous caregivers reported that their employment was "significantly affected" by their responsibilities. HR departments ought to implement perks for employee elder care in 2020. What assistance can you provide to staff members who are responsible for providing care? The CEO and co-founder of Everything Benefits, Rachel Lyubovitzky, recommends: Adjustable work schedules, Possibilities for remote employment, A plan for care support to defray the expense of providing care ,Respite care to provide workers with a break from providing care ,Paid time off for family Employees will be more content, engaged, and productive at work if they are not as physically and financially burdened by their caring responsibilities.

1.10 Programs for Health Advocacy

Healthcare problems affecting coworkers or family members can have a significant impact on an employee's productivity at work, financial security, and general wellness. Enabling your staff to consult a healthcare professional who can act as an advocate for them can have a profound effect on both the well-being of your workforce and your financial results. A few advantages of it include enhances worker productivity and retention; lowers costs associated with claims, grievances, and appeals; supports consumer-driven health plans; encourages use of network providers; and lightens the workload for HR professionals.

1.11 A Workforce that is Open

A corporation employs workforce management (WFM), which is an integrated collection of operations, to maximize staff productivity. Effective labor requirement forecasting, as well as the creation and management of staff schedules to complete specific tasks on a daily and hourly basis, are all part of work force management (WFM).Many HR departments are looking to the open workforce to locate the best personnel. That is, using independent contractors and freelancers as needed.

1.12 Experience of Candidates

As per Malte Scholz, CEO and Co-Founder of Focus, enhancing the candidate experience during the recruitment process is one of the major HR trends for 2020. Companies must compete for the best and most qualified applicants as there are more available vacancies. Simplifying the application procedure is one approach to do it. Use "applications [that] take just a few minutes to fill out" or that extract pertinent data from candidates' Linked-In profiles instead of resumes and cover letters. You may lose out on excellent prospects who are too busy to finish your application procedure if it is overly drawn out or complicated. He also recommends that in order to facilitate job postings for candidates, there should be "an increased focus on social media ads that promote open positions." Proceed to the location where applications are instead of relying on them to find you.

1.13 Assessments before Employment

HR specialists should create Pre-employment tests in 2020 to evaluate candidates' talents."Before employing a candidate, test them." Candidates cannot fail an in-person or timed evaluation; they can only make up information about their experience or obtain assistance constructing their resume. Together with managers, develop evaluations for available roles that cover the following:

- **Skills Assessments:** evaluate the applicant on particular abilities and duties necessary for the role, Use personality tests to determine a candidate's compatibility with the role, the team, and the business.

- **Aptitude Tests:** assess a candidate's abilities in areas like problem-solving, critical thinking, and learning that are relevant to all positions.

1.14 Marketing of Recruitment

In 2020, selecting the best candidates will necessitate considering the company's identity as an employer. While the goal of recruitment marketing is to attract candidates rather than customers, it is comparable to traditional marketing techniques. In contrast to traditional hiring, recruitment marketing is continuous and proactive. Your blog and social media should convey what it's like to work at your organization, even if there are no vacant positions. Share behind-the-scenes pictures of staff members at work or videos of staff members discussing their experiences as employees. The marketing and HR teams can work together to develop a communications plan that explains what it means to be an employee at your business.

1.15 Recruitment That is Mobile-Friendly

In terms of today's job searchers one of the most important HR trends to follow is having a mobile-friendly website, as over 90% of them utilize their devices to search for their ideal employment. You run the risk of missing out on eligible candidates who drop out of the process if it is sluggish, difficult to understand, or challenging to use on a smartphone. Additionally simplifying the work of HR experts is a mobile-friendly recruitment system. You can still screen and speak with applicants even if you have a lengthy commute on public transportation or must travel for work.

III. CONCLUSION

The future of human resources management will bring forth greater automation, ease of use, and efficiency. The purpose of each of these elements is to increase the system that is as easy to use as feasible. The ultimate objective of HR personnel is to seamlessly integrate evolving technologies with human talents. As a result, it produces the ideal work environment experience that complements everyone employed by the company. By implementing these HR trends into practice, the company will remain competitive as well as simplifying the work of the HR department.

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