

FUTURISTIC TRENDS IN HRM

Abstract

Modern organizations are growing fast as a result of changing ideas related to politics and consumer inclinations. Organizations are handling extremely competitive strengths and demands as a result of economic, political, social, and technical developments. The instability in the surroundings and the growth in competition have prompted business organizations to think about new ways of conducting business. Work is restructured to increase organizational effectiveness. The recent transition of the HR industry will gain value in the upcoming years, from a more effective hybrid work paradigm to the metaverse. By exploring the available research literature, this chapter explores the futuristic advancements in HRM.

In this study, we discussed the Impact of Globalisation on HRM in a changing environment. The results of this review have several implications for organizations, policymakers, and researchers.

Keywords: Hybrid work, the recent transformation, Futuristic advancements, Changing Environment.

Authors

Prof. Priya Barhate

Assistant Professor
Suryadatta College of Management
Information Research & Technology
Pune, Maharashtra, India.
priya.kathale@gmail.com

Anuprita Pankaj Mandale

Research Scholar
Indira Institute of Management
Pune, Maharashtra, India.
anupritapm@gmail.com

I. INTRODUCTION

To take into account current market trends and move toward intensity and flexibility of the work, which are ultimately impacted by employment connections, corporate organizations are reorganizing and rethinking a variety of developing trends and practices today. The frequent practices of new management styles include temporary employment, unintended employment, and part-time employment. In the end, enterprises will find the new trends and practices helpful for reducing or boosting the workforce to implement changes. At the same time, the traditional idea of long-term employment relationships and steady employment up until retirement has changed. Due to shifting trends and behaviors, even some sophisticated nations like the USA and Japan are unable to maintain their common permanent lifelong employment. Numerous studies have also found an increase in temporary workers across numerous nations. The majority of businesses offer training programs to employees at various levels to increase their job knowledge and increase their effectiveness, productivity, and skill set. Businesses like Port Trusts (Visakhapatnam unit), which employed about 10,000 workers a few years ago, now only have 5000.

(Dixit, 2023)The majority of corporate entities are preparing for right-sizing or downsizing. Today's business organizations plan to use outsourcing recruitment systems, job responsibility sharing, employee referral systems, flexible pay structures, flexible time management techniques, contract and leasing employees, telecommuting techniques, etc., to make more effective and productive organizations based on the trends and practices in the competitive market. All of these modern procedures and directions are highly appreciated and result-oriented.

- Almost three-quarters (74%) of U.S. companies use a permanent hybrid work paradigm or will be adopted soon.
- In the modern workplace, people need compassionate, flexible, and genuine leaders.
- Giants like Meta, Apple, Google, and Microsoft are investing in the Metaverse workplace.
- Burnout and toxic workplace environments are strongly correlated, with a 22 % difference in the perspectives of employer and employee's well-being at work.
- Women, people of colour, persons with disabilities, working parents, and other groups can feel safe in Employee Resource Groups (ERGs).

II. IMPACT OF GLOBALISATION ON HRM

(Natter, 2020)(Ristovska Katerina, 2014)Globalization has significantly impacted Human Resource Management (HRM) practices. Here are some of the key impacts of globalization on HRM:

- 1. Workforce Diversity:** (Tariq, 2017)The workforce now has greater diversity as a result of globalization. Organizations that operate internationally confront workers with various cultural backgrounds, ethnicities, linguistic backgrounds, and working methods. To properly manage and utilize this variety, HRM must establish strategies that ensure equitable opportunities, address cultural differences, and encourage inclusivity.

2. (Lindberg, 2020)**Global Talent Acquisition:** Organizations now have access to a wider range of personnel. They now have access to a wider variety of highly qualified individuals from around the globe. HRM is essential for finding, luring, and keeping top people from a variety of backgrounds. This entails creating worldwide employment procedures, managing immigration and work permit laws, and creating a global recruitment strategy.
3. (Chebium, 2015)**Cross-Cultural Competence:** HRM must encourage employees' cross-cultural competency in light of globalization. HRM must include training and development initiatives that improve communication abilities, cultural sensitivity, and knowledge of other people's perspectives. Employees can better navigate diverse teams and international business environments because of this.
4. (Sharma, 2019)**International Compensation and Benefits:** Because of globalization, HRM must create competitive salary and benefits packages on a global basis. When establishing compensation plans for overseas employees, HR professionals must take into account several variables, including cost-of-living variations, local labor markets, and tax laws. They also need to deal with issues like housing allowances, relocation assistance, and tax equalization that are connected to expatriate compensation.
5. **Global HR Policies and Practices:** As a result of globalization, HRM must adopt standard HR policies and practices while taking local laws and cultural quirks into account. This entails creating global HR policies, mechanisms for managing performance, training and development initiatives, and employee relations plans. To maintain compliance with international standards while accommodating regional needs, HRM must find a balance between standardization and localization.
6. (Silva, 2022)**Virtual Workforce and Remote Management:** Remote management and a virtual workforce have been made possible by globalization. By introducing flexible work practices, successfully managing virtual teams, and ensuring that employees have the tools and support they need for remote work, HRM needs to adjust to these shifts. In a virtual context, this entails addressing issues with communication, cooperation, performance management, and work-life balance.
7. (Diard, 2022)**Global HRM Strategy:** HRM must match its strategy with the organization's global business objectives to successfully navigate the global marketplace. To create HRM strategies that support the organization's expansion and growth ambitions, HR professionals need to have a thorough understanding of industry trends, global market dynamics, and competitive landscapes. This covers global succession planning, talent management, leadership development, and workforce planning.

In summary, globalization has transformed HRM practices by introducing new challenges and opportunities. HRM needs to adapt to the diverse and dynamic global business environment, effectively manage a culturally diverse workforce, attract and retain global talent, and align HR strategies with the organization's global objectives.

III. ROLE OF HRM IN CHANGING ENVIRONMENT

(Step in Human Resource) The face of HRM is anticipated to change dramatically with the onset of globalization; for example, Workplace flexibility is expected to increase as the "virtual office," innovative and flexible work arrangements define the future workplace. There will be more focus placed on performance and results as opposed to the number of hours spent as more staff work off-site. In addition, remote workers should anticipate going to fewer meetings. Specific work will become much more collaborative, and management will manage cross-functional teams of workers with a great deal of autonomy almost exclusively.

Essentially, there will be a tendency toward a decentralized HR approach. HR managers will need to discover strategies to control staff orientation, socialization, and organizational culture while also accommodating employees in their virtual work environments. They need to take on the role of Organizational performance guru and mold employees' behaviour without having face-to-face meetings to recruit and retain a competent workforce.

Another projected revolution is the "Global Business." in HR. Organizations will need to create and manage the workforce, maintain written and unwritten corporate policies that are acceptable to different cultures, inform top management about the costs of ignoring global issues, and offer their services in several different countries around the world. Which technique the management chooses to employ in hiring will be crucial in the aforementioned "global business."

Globalization will force HR managers to learn new skills including language proficiency and cultural sensitivity. For instance, HR managers will either need to learn new languages or they will undoubtedly need to have people who understand various languages on staff to hire workers from other cultures.

However, it is preferred to use English in most global corporations to facilitate communication among people with various linguistic origins. Organizations must consider cultural variations influencing managerial attitudes when creating international management programs. For instance, British managers value autonomy and individual success. In contrast, French managers favor competent supervision, perks, access to security information, and comfortable working circumstances, while Indian managers emphasize their culture and traditions more. HR managers must know and comprehend various cultural norms to encourage corporate diversity—globalization, the changing economy, and the Changing Economy and Their Effects on HRM.

An organization that values and supports cultural diversity will gain from hiring people from the market it serves. Due to rising globalization and market competitiveness, a diversified workforce is better able to draw in and keep a loyal customer base. Employees from various backgrounds offer linguistic skills and an understanding of other cultures while competing in a global market. Additionally, HR specialists will be in charge of giving managers across the entire business and the organization's employees training on cultural sensitivity.

In general, HRM is essential for managing and utilizing change within a business. It synchronizes the workforce with corporate objectives, successfully manages change, recruits and develops talent, and fosters employee engagement and well-being in a workplace that is rapidly changing.

IV. UPCOMING ROLE OF HR PROFESSIONALS

(Dixit, HR Trends for 2023: Future of Human Resource Management, 2022) Future HR professionals are anticipated to play a significant part in forming and managing the workforce of firms, which means they will need to develop new management abilities in addition to dealing with a variety of people. The HR managers should be highly competent individuals who can think outside the box when it comes to business and human relations. However, they will inevitably run into certain problems that they will need to deal with based on the circumstances at hand.

"If a challenge, innovation, change, and personal development interest you, then stay in HR at this exciting moment, says Dave Millner, founder and consulting partner at HR Curator.

(Milligan, 2018) Here are some potential aspects of the future role of HR professionals:

- 1. Strategic Workforce Planning:** HR specialists will be in charge of coordinating the workforce with the organization's long-term strategic objectives. They will examine workforce trends, foresee future skill needs, and create plans for luring, nurturing, and retaining talent.
- 2. Talent Acquisition and Employer Branding:** To recruit top talent, HR professionals will concentrate on creating powerful employer brands. To find and hire people who have the necessary skills and cultural fit, they will make use of digital platforms, social media, and creative recruitment approaches.
- 3. Data-driven Decision-Making:** Data analytics will be used more and more by HR professionals to guide decision-making. To find trends, forecast future labor requirements, and make wise choices about employee engagement, performance management, and training, they will examine employee data.
- 4. Learning and Development:** HR professionals will design and implement effective learning and development programs to up skill and reskill employees. With the rapid advancement of technology, HR professionals will need to keep pace with emerging skills and ensure employees have the necessary training to thrive in a changing work environment.
- 5. Employee Experience and Engagement:** Throughout the employment lifetime, HR professionals will concentrate on establishing a great employee experience. They will put initiatives in place to improve worker satisfaction, well-being, and work-life balance because they understand how important it is for a firm to have a motivated and engaged staff.

6. **Workplace Diversity and Inclusion:** Initiatives to promote diversity and inclusion within organizations will be led by HR experts. They will uphold equality of opportunity, encourage diversity, and foster an atmosphere at work that celebrates and honours individual differences.
7. **HR Technology and Automation:** HR professionals will embrace technology solutions and automation to streamline HR processes, such as payroll, benefits administration, and employee self-service. They will leverage artificial intelligence (AI) and machine learning (ML) to improve efficiency, reduce manual tasks, and enhance the employee experience.
8. **Ethical and Compliance Standards:** To automate and streamline HR activities including payroll, benefits administration, and employee self-service, HR professionals will adopt technological solutions. They will reduce risks, maintain a just and equal workplace, and provide management with legal and ethical advice.
9. **Change Management:** Initiatives for organizational change will be led by HR specialists. They will assist staff in dealing with problems, facilitating communication, and navigating change. They will also assist leaders in establishing an agile and adaptable culture.
10. **Strategic HR Business Partnership:** HR specialists will work closely with top leadership and act as advisors on strategy. They will aid in the design of corporate strategies, offer perceptions on talent-related issues, and support organizational performance and expansion.

Overall, the future role of HR professionals will be more strategic, data-driven, and focused on maximizing the potential of the workforce to meet organizational goals in a rapidly evolving business landscape.

V. FUTURE TRENDS IN HRM TO SHAPE THE BUSINESS

(consultants, 2019) Everyone immediately thinks of technology and futuristic gadgets when the word "future" is used in any situation. The same holds for upcoming HRM trends. Since it oversees and supports the staff members who form the foundation of any business, human resource management is a crucial division. Given how important a task is, the technology and trends applied to it should likewise be top-notch. Here are a few HRM trends that will influence, enhance, and even lessen the stress experienced by HR Managers in the future.

(Editor, 2020) Let's look at the existing HR situation before we go on to the future of human resources:

HR in 2023:

1. **An Increase in Outsourcing:** Ever since human resources started utilizing technology more, this decision has been obvious. Because of modern software and the resulting employee independence, internal HR departments are becoming smaller. Employees are

doing considerably more on their own, which has made self-service portals popular. Almost all workers are capable of using data systems to automate procedures.

Specialists are being hired to fill a huge number of tasks. There are so many roles being contracted out to experts. These experts also include cloud-based HR software that is specially designed to make transactional activities like maintaining engagement or sending payroll simple.

- 2. Change in Core HR Competencies:** HR has developed into a key strategic business partner in 2020. The development of company predictions and long-term goals now involves CHROs. Metric analysis is also an important part of fundamental HR responsibilities.
- 3. Technology to Manage Remote Employees:** Companies have already realized the importance of adjusting to remote working before COVID-19 made headlines worldwide. The most pressing HR challenge today is how to manage the culture and motivation of remote labor. Utilizing technology, working time and productivity are being tracked. Compared to past periods, HR is now expected to produce more performance analysis that is result-based.
- 4. Focus on Industry Adaptations:** Companies were aware of the need to adjust to remote working even before COVID-19 made headlines. The biggest HR problem today is controlling the culture and motivation of remote work. Technology is used to track working hours and productivity. Compared to prior periods, HR is now expected to produce more result-based performance analyses.

VI. CRYSTAL BALL GAZING: FUTURISTIC TRENDS OF HR

The structure of HR is evolving virtually daily to keep up with technological advancements. Everyday operations and personnel should improve with the correct measures and strategies from business executives.

From our perspective, here are the shining trends in HRM for 2023 and beyond:

- 1. Transformation of Leadership:** (Gueutal, 2022) An organization's delegation of authority typically follows a formal hierarchical structure with distinct lines of accountability. However, the digital world has experienced greater success with networked organisations. Particularly in situations where there are many sources of work and many working relationships, such configurations frequently allow individuals to initiate leadership, even when they lack formal authority. In this new era of leadership, managing the workplace ecosystem will take precedence over managing people.

(Fang, 2018) Oxford Economics and Willis Towers Watson's Global Talent 2021 report predicted this outcome. According to the study, effective leadership will require flexible thinking, digital proficiency, knowledge of other cultures, and interpersonal and communication abilities.

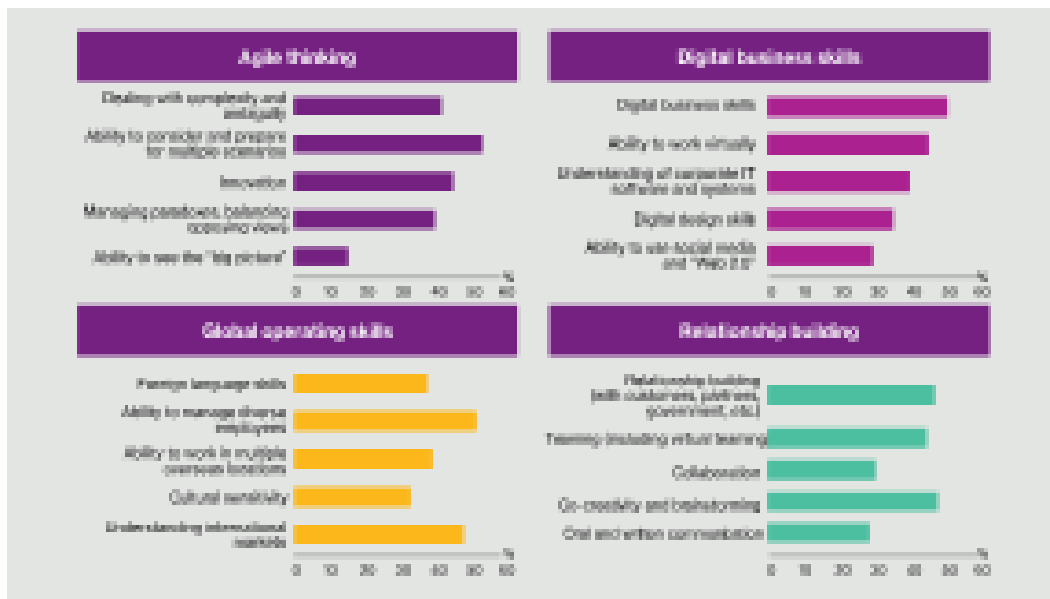


Figure 1

Source: 2012 study by Oxford Economics and Towers Watson titled "Global Talent 2021."

- 2. More Personalized and Transparent Total Rewards:** (Aykens, 2022) A more individualized and open approach to managing overall rewards is a significant trend we have noticed. Because many firms are moving toward a job-based pay system, employees may more easily compare their salary to that of others.

Openly discussing salaries and benefits with one another used to be frowned upon. However, as social media and digital platforms develop, more people have access to information about salary and benefits. Additionally, many countries have passed legislation forcing companies to reveal executive remuneration details in the public domain.

(Peek, 2023) Merit raises, incentive pay depending on the business' performance in the prior year, and individual incentives based on "performance ratings" were all examples of "pay for performance" in the past. Due to changing business models and the nature of work, the definition of individual performance and the significance of basic pay are currently under threat. Particularly in light of the fact that an "assured job" is no longer a desirable goal for many people in today's society, organizations are attempting to redefine what a "career" comprises and offer career stability instead through professional growth. This will lead to more pay segmentation and customization in the following years.

- 3. Improving the Employee Experience by Applying Product Design Thinking:** (Feffer, 2022) Employee experiences, according to Gallup, are the culmination of all contacts an employee has with a company, from the time of hiring until the time of departure. It covers everything, from significant achievements and close relationships to technology and the actual working environment.

(Fang, 6 trends in the future of human resource management, 2018) In the digital age, talent, and ideas increasingly significantly influence the growth of most large organizations instead of money. According to Jack Ma, chairman of the Alibaba Group, "staff first, customers second, and shareholders third." "The corporation is fundamentally formed of its people, customers, and products," former GE CEO Jack Welch continued. Today's artists are looking for environments that encourage this mindset

Obviously, top-earning companies have a monetary benefit that helps them draw in top individuals. Our research has shown that the majority of talents are now choosing work based on factors besides financial gain. They frequently take into account better policies including the desire to change the world's path, the impact of the environment, the morality of labor, and competitiveness.

Employee experience becomes essential to thrive in such intense competition for talent. To enhance the work environment for the employees, organizations might adopt product design thinking.

In 2019, Loyola. From the user's point of view, design thinking examines interactions and services. With this, the emphasis in an HR environment would shift from the software or process itself to the employee. Using "journey maps" or other tools, HR can really outline the major phases of the employee life cycle and understand what is or is not working at each one.

- 4. Targeted Recruitment is driven by Social Media and Cognitive Assessment:** (Michael Stephan, 2017) Digital techniques like social networking and cognitive testing can be used to target and focus recruitment. The use of natural language processing, predictive analytics, and self-learning are a few examples of cognitive technology.

(Lutkevich) Numerous techniques exist for applying cognitive evaluation to human resource management. For instance, platforms that use machine learning determine the priority of open requests. Tools that use a fit score based on professional experiences and skills to match candidates to jobs are frequently used by organizations. In terms of social media, "social listening" for reviews that are publicly available about a company and its rivals becomes an essential source for reputation monitoring.

(Bilal Hmoud, 2019) The number of man-hours needed for HR recruitment is decreased by AI-based applicant screening technologies, which are already in use by large organizations with high application rates. Additionally, it may result in the abolition of human mistakes. AI is made to handle repetitive duties so that HR managers may concentrate on higher-value tasks needing human interaction.

- 5. As Businesses Hire for Potential Rather than Degrees, Skills-Based Hiring is Increasing:** (Barbara A. Butrica, 2022) According to recent data by Remote, the number of companies that prefer experience above academic credentials has increased by 63 percent in the past year.

For over two-thirds of American citizens without a bachelor's degree, skills-based hiring helps to reduce salary and career restrictions in addition to expanding the talent

pool for companies. Employers benefit from skills-based hiring because it boosts hiring efficiency, diversifies the workforce's perspectives, and widens the talent pool.

This transition is speeding up as more and more occupations, like those in computer assistance and software engineering, don't require a degree to be employed. According to the Burning Glass Institute's analysis of millions of Internet job advertisements, 44 percent of employment in 2021 will require a college degree, down from 51 percent in 2017.

As skills become the labor market's currency in 2023, the trend toward skills-based employment will quicken.

- 6. Talent Development and Retention:** (Mohammad Faraz Naim, 2018) Development and retention of talent in a competitive and dynamic market is a third trend and problem that HR encounters. The process of luring in, fostering, and keeping the best employees who have the abilities, knowledge, attitudes, and potential to contribute to the success of the business is known as talent development and retention. Many elements, including the employer brand, the remuneration and benefits package, the career path and prospects, the learning and development programs, and the feedback and recognition systems, can have an impact on talent development and retention. By coordinating the people strategy with the company goal, developing a supportive and upbeat culture, providing individualized and flexible solutions, and encouraging a feeling of purpose and community, HR can improve talent development and retention.
- 7. ESG Reporting Will Expand Beyond Compliance to Attract Talent:** (Hadiqa Ahmad, 2023) ESG (environmental, social, and governance) reporting is becoming more crucial as a result of increased regulatory requirements, pressure from investors and boards of directors, and input from a variety of stakeholders, including consumers and potential and present employees.

(Institute, 2021)(CHROs Grapple With the "Great Re-Evaluation", Executive Networks Survey Says, 2022) According to Governance & Accountability Institute, 92% of S&P 500 firms and 70% of Russell 1000 corporations produced sustainability reports in 2020, including the Cisco Purpose Report and the Arrow Electronics ESG Report. In reality, executive-level variable compensation now takes account of accountability for ESG targets. According to The CHRO of the Future, one-third of businesses use ESG measures in variable remuneration schemes for executives.

(Meister, 2023) According to a recent Nielsen poll, 83 percent of millennials and 48% of consumers overall care about ESG. (Menz, 2022) Nine out of ten workers stated they would exchange a portion of their lifetime earnings for a greater purpose at work, according to a Harvard Business Review survey.

(Meister, Top Ten HR Trends For The 2023 Workplace, 2023) According to Scott Walker, CEO of Expert HR, "Business and HR leaders need to develop a strategy to address the profound effect ESG reporting will have on their organizations and be proactive in tying the corporate strategy to ESG-related outcomes."

- 8. Digital Transformation:** (Balková, 2022) Leading and assisting the organization's digital transformation is a fourth trend and issue for HR. The adoption and integration of digital tools, processes, and technologies that can boost an organization's productivity, effectiveness, and innovation are referred to as "digital transformation." Every area of the business, including operations, procedures, customer and partner relationships, culture, and values, can be impacted by digital transformation. By creating a clear strategy and plan, involving and empowering the stakeholders, establishing digital competencies and a digital attitude, and tracking and assessing the results, HR can drive and promote digital transformation.
- 9. Remote Work Practices:** (Das, 2021) With more people using remote working, the new HR will need to adapt to the different working environments. Training and development exercises will be considerably more customized and available via remote devices. To increase involvement and output, we'll use Slack and Microsoft Teams. HR technology will coexist with remote employment.
- 10. A Hybrid Structure:** (Belte, 2021) When working from home became commonplace, the personnel groups shifted, forcing all the teams and businesses to split up and relocate throughout the country.

While some businesses are promoting starting in-office work again, many are happy with a hybrid culture and are continuing to operate under it.

The approach your company takes can make a big difference in whether you retain or lose employees; almost 40% of the workforce said they would think about leaving if their company stopped fostering hybrid cultures.

Today, a company aiming to expand into international markets should start by creating a mixed work environment. Unavoidably, the hybrid culture generates new opportunities for growth and profitability. Due to the growth of a hybrid culture over the past few years, expanding into other markets has become simpler and more economical.

(McKinsey, 2021) Nine out of ten businesses will combine remote and on-site working in the future, according to McKinsey.

HR and company leaders must establish clear success criteria rather than impose policies when hybrid working becomes the norm.

VII. COMPANIES WILL BE FORCED TO RE-INVENT CORPORATE ACADEMIES DUE TO HYBRID LEARNING

(Meister, Top Ten HR Trends For The 2023 Workplace, 2023) GE Crotonville, one of the corporate academies, is for sale because of the need to bring learning closer to where work is done.

GE is not the only company reevaluating a physical corporate academy. Nearly six out of ten learning leaders, according to research by Executive Networks with 515 worldwide heads of learning and development and NovoEd, think that the traditional brick-and-mortar

corporate academy will be reinvented as a result of the increase of hybrid working and learning.

Companies are questioning the role and purpose of a brick-and-mortar corporate academy as they believe online and hybrid learning is a short-term solution. (How Technology is Accelerating These 5 HR Trends, 2023)The steel and mining giant Arcelor Mittal's e-Academy lead, Vincent Maurin, explains that the corporation is "very much in an experiential mode" as it rethinks the Arcelor Mittal University's physical layout. Learning can now take place in the workplace with the help of pop-up campuses. A pop-up college concept should be open-ended and might encompass anything from using streaming technology in multiple locations.

This indicates a future in which corporate academies will be omnichannel, allowing learners to participate wherever they are, whether that be online, at a satellite office, at a pop-up location, or in person at a corporate headquarters.

1. Data and AI: (Yawalkar, 2019)Data and AI are two of the most important themes that are predicted to have an impact on the organization. Despite expectations that AI will leave people obsolete, HR will benefit the most from it. HR Chatbots are also becoming increasingly important. They can organize and analyze data centred on individuals to enable conversational interfaces to efficiently create pay slips and track attendance.

With the rising popularity of automation, the concept of a mixed workforce has transformed; it is now right to consider a mixed workforce to include gig workers. The CHRO of the Future study by Executive Networks noted a shift in the workforce's makeup, with fewer full-time employees and more part-timers and gig workers. Our sample of CHROs predicted that by 2025, there would be a significant increase in the use of digital automation help (bots).

Clearly, by offering additional self-service options, HR automation improves the employee experience while speeding up the hiring process. To make sure that the data underlying the algorithms is inclusive of culture and the gig economy, we must continually assess these AI tools as we consider the future mixed workforce.

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2. People Analytics: (Tina Peeters, 2020)Global organizations are also gaining popularity in data applications to:

- Analyse recruiting methods
- Determine skill set gaps
- Evaluate the supply and demand for talent

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underlying the algorithms is inclusive of culture and the gig economy, we must continually assess these AI tools as we consider the future mixed workforce.

When there was no direct human interaction, tracking and monitoring the work and staff became challenging, especially when the labor was scattered around the world. Analytics is said to have a big impact on delivering information for decision-making. A company's management of its employees is essential. The success of a firm's operations depends heavily on the decisions made over which tasks to assign to which employees, how to monitor their progress, ensure that OKRs are met, and how to reward the employees in line with those results.

- 3. Occupational Expertise:** Employee experience will shape how HR evolves in the future. Traditional employee engagement tools will be improved in order to turn the employee experience into a competitive advantage. Furthermore, the success of an organization's commercial operations is linked to the widespread use of employee experience platforms.

(CHANDRASEKAR, 2021)According to HRM trends along with acceptable earnings, today's employees demand a high-quality culture and a safe working environment, a competent setting, experience, and decent pay keeps an employee on board.

HR managers should use measures to promote a healthy work environment, allowing employees to be more adaptable to changes and interruptions.

- 4. Employee Well-Being Is a Human Imperative:** (Lisa S. Rotenstein & Donald M. Berwick, 2022)Companies are creating workplaces to be well-being engines as workplace stress is increasing day by day, which is affecting both the individual and his or her personal and professional relations. (Servises, 2022)According to the recent Surgeon General report on mental health and well-being, 81% of employees mentioned that they will prefer organizations that give priority to safeguarding employees' mental health in the future. (WAHBA, 2022)Delta Air Lines s pursuing a people well-being strategy that prioritizes the whole person, not just the individual employee, CEO of Air Lines created a new position and opted for Dr. Henry Ting as the first Chief Health and Well-being Officer.

A survey of nearly 24000 employees of Delta from all over the world was conducted by Dr. Ting &team to understand their health & well-being in a better way.

Dr. Shah believes that embedding well-being into the culture of Delta is the first step along a journey for employees to flourish at work, at home, and in their communities.

The HR community now faces a critical moment to reevaluate and approach wellness from a fresh perspective that emphasizes trust, psychological safety, and enhanced levels of communication, support, and recognition at all organizational levels.

- 5. HR Burnout needs to be Addressed Immediately:** (Chen, 2022)Regular communication with your HR team members is more crucial than ever. They are addressing problems related to employees' well-being, strategies for returning to the office, furloughs, and working and studying from a distance.(Ladika, 2022)42 percent of

HR teams are experiencing burnout, as per a study conducted by SHRM involving 726 HR practitioners from seven nations.

As per the data published by LinkedIn HR has had the highest turnover rate over the past 12 months. As per the study conducted by Executive Networks in 2023 Future of Working and Learning, HR professionals are expected to quit their current job in the coming year than business executives or knowledge employees, or frontline workers.

The HR burnout illustrated how the HR function has developed to become more strategic, and cross-functional. Since the financial crisis, CFOs have expanded their responsibilities; over the past three years, HR has done the same. Management must be aware of the factors affecting HR and prepare them for further consequences for the increased contribution they make to the success of the company.

6. **Focus on Cybersecurity:** (recruitingnewsnetwork, 2023)Cybersecurity is one of the upcoming issues in front of HR because of eHRM and AI tools. To maintain data confidentiality and workplace privacy, new policies will be created. As per Anupal Banerjee Chief human resources officer, of Tata Technologies HR managers will adopt more strategic change management practices, and their Key Performance Indicators (KPIs) will also undergo a shift to align with their new responsibilities and focus.
7. **Remote Working will be the Preferred One:** (Šmite, 2023)In the future, the workforce will not be limited to accessing their HRMS (Human Resource Management System) solely from home but will have the flexibility to log in from any location. The facilities and infrastructure supporting work environments are poised to undergo a transformation that accommodates a workforce that is increasingly mobile and constantly on the move. This shift will enable organizations to find solutions that cater to the needs of a dynamic and remote workforce.

VIII. FLEXIBILITY FOR ALL EMPLOYEES

(Howington, 2022)Flexibility in the workplace has evolved beyond just remote work and now encompasses the freedom to set one's own work schedule. This flexibility allows employees to explore alternative work arrangements, such as compressing their workweek to four or even three days while extending the daily work hours. This approach provides individuals with more control over their time and work-life balance, catering to different preferences and lifestyles.

(Brody, 2023)According to the 2023 Future of Working and Learning Report by Executive Networks Global Research, both knowledge workers and frontline workers prioritize flexibility in when work gets done over flexibility in where work gets done.

For knowledge workers, the preference for flexibility in work hours implies a shift in workplace culture, where the boundaries between work and personal life are respected. This entails trusting workers to complete their tasks outside of the traditional 9-5 workday. To support this asynchronous work approach, employers may set guidelines or guardrails for when live synchronous work is necessary and where it can take place. This way, knowledge workers can have more autonomy in managing their time, leading to increased job satisfaction and better work-life integration.

(Meister, Top Ten HR Trends For The 2023 Workplace, 2023)Frontline employees might also have flexible work schedules which has improved employee retention.

It is evident that all worker demographics desire increased flexible work arrangements, and the benefits of such flexibility extend beyond merely attracting talent in a competitive job market. To create work environments that provide flexibility for all employees, it is essential to explore and establish new work routines.

By thoughtfully crafting and implementing these new work routines, organizations can foster a culture of flexibility that benefits all employees, leading to increased job satisfaction, productivity, and overall well-being.

Absence of Face-Time: (Dashboard, 2020)Remote work has now made it necessary to understand the purpose in the absence of this vital signal. This could increase miscommunication and misconceptions if not managed appropriately. HR must develop regulations to guarantee best practices in communication when there is a lack of face-to-face communication.

To adapt to this challenge, employees need to be mindful of their written communication, ensuring clarity and context are provided. Managers and team members should also be open to seeking clarification and providing feedback to avoid misunderstandings.

(Sharma R. , 2023)AI (Artificial Intelligence) brings a wide range of transformative solutions to the HR sector, revolutionizing various aspects of human resource management. AI's integration into the HR sector enhances efficiency, accuracy, and decision-making processes, ultimately driving overall organizational success and employee satisfaction.

Utilizing video conferencing whenever possible can help bridge the gap by allowing participants to see facial expressions and gestures, which can provide valuable context to conversations.

IX. CONCLUSION

The pandemic has brought numerous challenges; it has also presented new opportunities for both organizations and individuals, reshaping the workforce and paving the way for a more flexible, interconnected, and diverse world of work. Recent developments in HRM have undoubtedly modified established practices and emphasized high-quality employee experiences. Finally, the future of human resource management will be dynamic, driven by technology and employee-centric approaches. HR professionals' roles will transform into strategic partners, employing data insights to attract, develop, and retain top personnel while establishing a work culture that promotes creativity, inclusion, and well-being. Embracing these futuristic trends will be vital for organizations to remain competitive and thrive in the ever-changing Human Resources market. The research scholars can take this study further to study and design various HR policies to sustain in this dynamic era.

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