

Futuristic Trends in HRM

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Abstract:

Today's organizations are growing very quickly as a result of changing political ideologies and consumer preferences. Business organizations are dealing with extremely competitive strengths and demands as a result of economic, political, social, and technical developments, particularly after globalization. The instability in the environment 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 and the Role of 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.

Introduction:

To take into account current market trends and move toward work intensification and flexibility, which are ultimately impacted by the employer-employee relationship, corporate organizations are reorganizing and rethinking a variety of developing trends and practices today. The frequent practices of new management styles include temporary and contract employment, casual 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 behaviours, 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 trends are highly appreciated and result-oriented.

- 74% of A permanent hybrid work paradigm is being used by U.S. businesses or will be adopted soon.
- In the modern workplace, people need leaders that are compassionate, flexible, and genuine.
- 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 employer and employee views of well-being at work.
- Women, veterans, LGBT employees, people of color, persons with disabilities, working parents, and other groups can feel safe in Employee Resource Groups (ERGs).

Impact of Globalisation on HRM

(Natter, 2020) (Ristovska Katerina, 2014) Globalization has had a significant impact on Human Resource Management (HRM) practices in organizations worldwide. 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.

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 anticipated to increase as the "virtual office," the workplace of the future, is defined by innovative and flexible work arrangements. There will be more focus placed on performance and results as opposed to the number of hours spent as there are more staff working 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 who have 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 corporate culture, socialization, and employee orientation while also accommodating employees in their virtual work environments. They need to take on the role of organizational performance gurus and mold employees' behavior without having face-to-face meetings to recruit and retain a competent workforce.

The "Global Business" is another anticipated revolution in HR. Organizations will need to create and manage an international workforce, maintain written and unwritten corporate policies that are adaptable 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 about 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 who have a variety of linguistic origins. When creating global management programs, organizations must take into account cultural variations that influence managerial attitudes. For instance, British managers value autonomy and individual success, whereas French managers favor competent supervision, perks, access to security information, and comfortable working circumstances, while Indian managers place a higher emphasis on their culture and traditions. ⁷⁵ To encourage corporate diversity, HR managers must be aware of and comprehend various cultural norms. Globalization 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 national 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.

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.

"This is a great time to be in HR, and if a challenge, innovation, change, and personal growth are of interest to you, then stick around," 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 upskill 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 honors individual differences.
7. **HR Technology and Automation:** To automate and streamline HR activities including payroll, benefits administration, and employee self-service, HR professionals will adopt technological solutions. They will use machine learning (ML) and artificial intelligence (AI) to increase productivity, decrease manual labor, and improve the working environment.
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 use machine learning (ML) and artificial intelligence (AI) to increase productivity, decrease manual labor, and improve the working environment.
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.

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) Before we take off into the future of human resources, let's take a look at the current HR scenario:

HR in 2023:

- **An increase in outsourcing**

This one has been a no-brainer since human resources began using more tech. In-house HR departments are reducing in size due to new software and its consequent employee independence. Self-service portals have become all the rage with employees doing much more on their own. Most employees can work with data systems to automate processes.

Specialists are being hired to fill a huge number of tasks. These experts also include specialized cloud HR tools that may make transactional activities like maintaining engagement or sending paychecks simpler.

- **Change in core HR competencies**

In 2020, HR has evolved into a crucial strategic business partner. CHROs are now involved in determining corporate projections and long-term objectives. Additionally, metric analysis is a crucial component of fundamental HR tasks.

In 2020, HR has completely evolved into a strategic business partner. In addition to comprehending long-term objectives, CHROs are now involved in developing business estimates. Also included in the fundamental HR tasks is metric analysis.

- **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.

- **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.

Crystal ball gazing: Futuristic Trends of HR

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

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

- **Transformation of leadership**

(Gueutal, 2022) Traditionally, the delegation of authority in an organization usually follows a formal hierarchical structure with clear lines of accountability. The digitalized world has however found larger success with networked organizations. Such setups often enable individuals to initiate leadership – even if sometimes without formal authority – especially where the sources of work are plentiful and work relationships are numerous. Leadership in this new world will be less about leading people and more about orchestrating the ecosystem of work.

(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.



Source: Global Talent 2021 Study conducted by Oxford Economics and Towers Watson, 2012.

- **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. Employees may more easily compare their pay to that of others because many organizations are moving toward a job-based pay system.

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 nations have enacted laws requiring businesses to publicly disclose the specifics of executive compensation.

(Peek, 2023) In the past, "pay for performance" included merit raises, incentive pay based on the company's performance the previous year, as well as personal bonuses based on "performance rating." The definition of individual performance and the significance of base pay is currently under attack due to evolving business models and the nature of labor. Organizations are trying to redefine what a "career" entails and offer career stability instead through professional development, especially considering that "guaranteed work" is no longer a desirable aim for many individuals today. In the upcoming years, this will result in increased pay segmentation and customization.

- **Improving the employee experience by applying product design thinking**

(Feffer, 2022) Gallup defines employee experiences as “the sum of all interactions an employee has with an employer, from pre-recruitment to post-exit. It includes everything from major milestones and personal relationships to technology and the physical work environment.”

(Fang, 6 trends in the future of human resource management, 2018) Instead of money, talent and ideas now play a major role in the expansion of most large businesses in the digital age. "Staff first, customers second, and shareholders third," according to Jack Ma, chairman of the Alibaba Group. Former GE CEO Jack Welch added that "the corporation is primarily constituted of its employees, customers, and products." Today's talents are searching for settings that support this mentality.

Top-earning businesses undoubtedly have a financial advantage that aids in attracting top talent. However, as shown by our research, the majority of talents are now considering aspects other than profit when choosing employment. They frequently consider more lofty objectives including the desire to alter the course of the world, the environment's influence, and the morality of labor and competitiveness.

To survive in such fierce competition for talent, employee experience becomes paramount. Organizations can adapt product design thinking to improve the employee experience.

(Loyola, 2019) Design thinking looks at services and interactions from the perspective of the user. This would change the focus in an HR context from the program or process itself to the employee. In actuality, for instance, HR can lay out the key stages in the employee life cycle and comprehend what is or is not working at each stage using "journey maps" or other tools.

- **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.

- **Skills-Based Hiring Is On The Rise As Companies Recruit For Potential Rather Than Degrees**

(Barbara A. Butrica, 2022) Recent research by Remote shows skills-based hiring is up 63% in the past year as more employers value experience over academic qualifications.

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.

The shift toward skills-based hiring will accelerate in 2023 as skills emerge as the currency of the labor market.

- **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.

- **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) "Business and HR leaders need to build a strategy to address the transformational impact ESG reporting will have on their companies and be proactive in linking the corporate strategy to ESG-related outcomes," says Scott Walker, CEO of expert HR.

- **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.

- **Remote work practices**

(Das, 2021) The new HR will need to adjust to the varied work environment as remote working becomes more prevalent. Practices for training and development will become much more individualized and accessible via remote devices. We'll use Microsoft Teams and Slack to boost output and participation. Remote employment and HR technology will coexist.

- **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 hybrid work environment is also a logical first step for a company looking to grow into international markets. The hybrid culture unavoidably creates fresh chances for development and income. 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.

As hybrid working becomes the permanent way of working, HR and business leaders need to set clear principles for success, rather than mandate policies.

- **Hybrid Learning Will Force Companies To Re-Invent Their Brick-And-Mortar Corporate Academies.**

(Meister, Top Ten HR Trends For The 2023 Workplace, 2023) One of the first corporate academies, GE Crotonville, is up for sale. The requirement to bring learning nearer to where work is done is one of the justifications given.

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.

The expectation that online and hybrid learning would be a temporary accommodation has evolved to companies questioning the role and purpose of a brick-and-mortar corporate academy. (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. Pop-up campuses are what we foresee, allowing learning to take place in the workplace. A pop-up college idea should be open-ended and might include anything from leveraging streaming technology to numerous locations to setting up a live studio environment.

These trials indicate 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.

- **Data and AI**

(Yawalkar, 2019) One of the largest themes that will affect how HR is shaped in the future is certainly this one. HR will mostly benefit from AI despite worries that it will render humans obsolete. Big data enhances the effectiveness and value of CHROs. HR Chatbots are also playing a crucial role in HR departments. They can organize and analyze data that is focused on individuals to enable conversational interfaces to generate payslips and monitor attendance efficiently.

The definition of a mixed workforce has altered as a result of the rising use of automation; it is now appropriate to think of a blended workforce as consisting of a mix of full-time, part-time, and gig employees. 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.

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.

- **People analytics**

(Tina Peeters, 2020) Global organizations are also now recognizing the need to apply data to:

- evaluate recruiting methods
- identify gaps in skill sets
- assess the demand and supply of talent

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Tracking and monitoring the work and personnel became difficult when there was no direct human interaction, particularly when the labor was dispersed throughout the world. It is said that analytics has a significant impact on providing 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.

- **Employee experience**

It comes as no surprise that user and employee experience will determine how HR develops in the future. To turn the employee experience into a competitive advantage, traditional employee engagement tools will be redesigned. Furthermore, the success of an organization's commercial operations is linked to the widespread use of employee experience platforms.

(CHANDRASEKAR, 2021) Today's workers desire a quality culture and a safe working environment in addition to a high salary. According to HRM trends, a qualified atmosphere and experience also help in the decision, and good pay keeps an employee on board. HR leaders should bring about methods to encourage positive workforce health, making the employees more flexible to changes and disruptions.

- **Employee Well-Being Is A Human Imperative**

(Lisa S. Rotenstein & Donald M. Berwick, 2022) Companies are designing workplaces to be engines of well-being as workplace stress is on the rise. Stress at work affects the individual worker as well as the person's friendships, family relationships, and relationships with coworkers. (Servises, 2022) Services 81% of workers said they will look for workplaces that promote mental health in the future, according to the most recent Surgeon General report on mental health and well-being.

(WAHBA, 2022) One firm that is pursuing a well-being people strategy that prioritizes the whole person, not just the individual employee, is Delta Air Lines. Ed Bastian, CEO of Delta Air Lines, began by establishing a new job and appointing Dr. Henry Ting as the initial Chief Health and Well-being Officer. One firm that is pursuing a well-being people strategy that prioritizes the whole person, not just the individual employee, is Delta Air Lines. Ed Bastian, CEO of Delta Air Lines, began by establishing a new job and appointing Dr. Henry Ting as the initial Chief Health and Well-being Officer.

In 2022, Dr. Ting, Dr. Nilay Shah, and Dr. Shaheen Kurani developed the Flourishing Index Survey in collaboration with FLORENS as part of this approach. Nearly 24,000 employees of Delta from all over the world responded to the survey designed to better understand their health and well-being. To find urgent chances for interventions aimed at improving well-being, more than 250 qualitative interviews with Delta employees were also undertaken.

Some of these include:

- By providing Delta employees and their family members with twelve free therapy sessions each year, we are increasing the focus on mental health treatment (an increase from seven).
- Experimenting with a more wholesome food footprint by introducing more inexpensive and wholesome food alternatives in Delta cafeterias and break areas.
- Introducing new financial education initiatives that reward Delta staff for working with coaches to advance their knowledge of personal finance concepts including budgeting, credit management, and saving.

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.

- **HR Burnout Is a Crisis That Needs To Be Addressed**

(Chen, 2022) Regular communication with your HR team members is more crucial than ever. They have witnessed significant changes in the workplace that go much beyond people management firsthand. They are addressing problems with their mental health and well-being, business continuity, strategies for returning to the office, furloughs, and working and studying from a distance. (Ladika, 2022) 42 percent of HR teams are experiencing burnout, according to recent SHRM research involving 726 HR practitioners in seven nations. It seems sense that HR has had the highest turnover rate over the past 12 months, according to LinkedIn data (higher than sales, IT, and engineering). According to the Executive Networks 2023 Future of Working and Learning Report, HR professionals are far more likely to consider quitting their current job in the coming year (41%) than business executives (29%) or knowledge employees (19%) or frontline workers (12%). (22 percent).

The HR burnout dilemma is not just one of the pandemic's casualties. It illustrates how the HR function has developed to become more intricate, strategic, and cross-functional. Since the financial crisis, CFOs have expanded their responsibilities; over the past three years, HR has done the same. Leaders must be aware of the scope of the changes affecting HR and offer them improved training, access to coaching, and acknowledgment for the increased contribution they make to the success of the company.

- **Focus on cybersecurity**

(recruitingnewsnetwork, 2023) Cybersecurity will be one of the biggest issues for future HR as data use increases. To address problems like data confidentiality and employee privacy, new cyber security and WFH policies will be created. KPIs for HR managers will also shift as they adopt more strategic change management practices. Last but not least, Tata Technologies' chief human resources officer, Anupal Banerjee, says.

- **Work from Home leading to Work from Anywhere**

(Šmite, 2023) The workforce of the future won't just access their HRMS from home. They will have the option of logging in from any location. Facilities and infrastructure are about to undergo a transformation that will make it possible to find solutions for a workforce that is constantly on the go.

- **Flexibility For All Employees**

(Howington, 2022) Flexibility no longer merely refers to working remotely; it also includes having the freedom to determine one's work schedule. Working four or even three days a week while putting in more hours each day is one option.

(Brody, 2023) When asked what matters most in terms of flexible work, more knowledge workers and frontline workers chose flexibility in when work gets done over flexibility in where work gets done in an Executive Networks Global Research study of 1,301 workers titled the 2023 Future of Working and Learning Report.

For knowledge workers, working asynchronously requires an employer to make a cultural shift where work-life boundaries are respected, workers are trusted to do their jobs outside of a traditional 9-5 workday, and employers set guardrails on where live synchronous work can take place.

(Meister, Top Ten HR Trends For The 2023 Workplace, 2023) Frontline employees might also have flexible work schedules. For instance, Chick-Fil-A gives employees the option to work 13–14 hours over three days in a row while still receiving full pay, which has improved employee retention.

All worker demographics want more flexible work arrangements. This has value outside of a competitive job market. What new work routines can we establish that will allow for flexibility for all employees, we must ask ourselves.

- **Absence of face-time**

(Dashboard, 2020) Communication involves a lot of body language and interpretation. Remote labor 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 no obvious body language.

(Sharma R. , 2023) Cloud solutions, bots, language processing, digital assistants, automated solutions, etc. are just a few of the top solutions AI brings to the HR sector.

Conclusion:

The pandemic is a major reason for changes in how the workforce operates, but it has also opened the door to new opportunities and talents from around the world.

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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