

Latest Innovation in Human Resource Management

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ABSTRACTS

This paper explores the extent to which innovation and human resource management are interdependent, how effective HRM can enhance innovation capabilities within the organization and how innovation culture may drive a need to reshape HRM system. This study examines both the individual and organizational level of innovation, focusing on HRM and HR practices and how these can enhance innovation while introducing mechanisms explain the relationship between the HRM and Innovation. Study also shows HR practices set the terms and conditions of the employer-employee relationship which can encourage the employees to become more innovative. In this paper we note the deficit in clear links between HR practices and innovation, performance and explore existing research on the HRM factors which encourages and sustain innovation to identify HR policies, processes and practices related to Firm-level innovation success.

Keywords: HRM (Human Resource Management), Innovation, Organization, Trends, Globalization,

I. INTRODUCTION

In an era when knowledge is rapidly changing and innovation is critical to business success, the human capital of the organization is an issue of increasing importance. In the current fast-paced competitive globalized market place, innovation has become almost a prerequisite for business success. At the environment and organizational process become more complex, rapidly changing and challenging, the key priority of every organization is to maximize the innovative potential. Unique ideas increase differentiation and improvement of organizational processes, product and services. Existing research studies focused mainly on isolated human resource practices; hiring and selection, reward strategies, job designs, leadership as the antecedents of innovative work behavior. HRM is to be more distinctly embedded in organization strategy to facilitate innovation.

II. CONCEPT

Human Resource Management

HRM may be defined broadly in term of all management activities impacting relationship between organization and employee or more specifically as a system of operational functions such as staffing, selection, job design, training, and carrier development, performance appraisal and compensation. Further there is an increasing tendency to also consider more strategic level functions such as Human Resource Planning and forecasting.

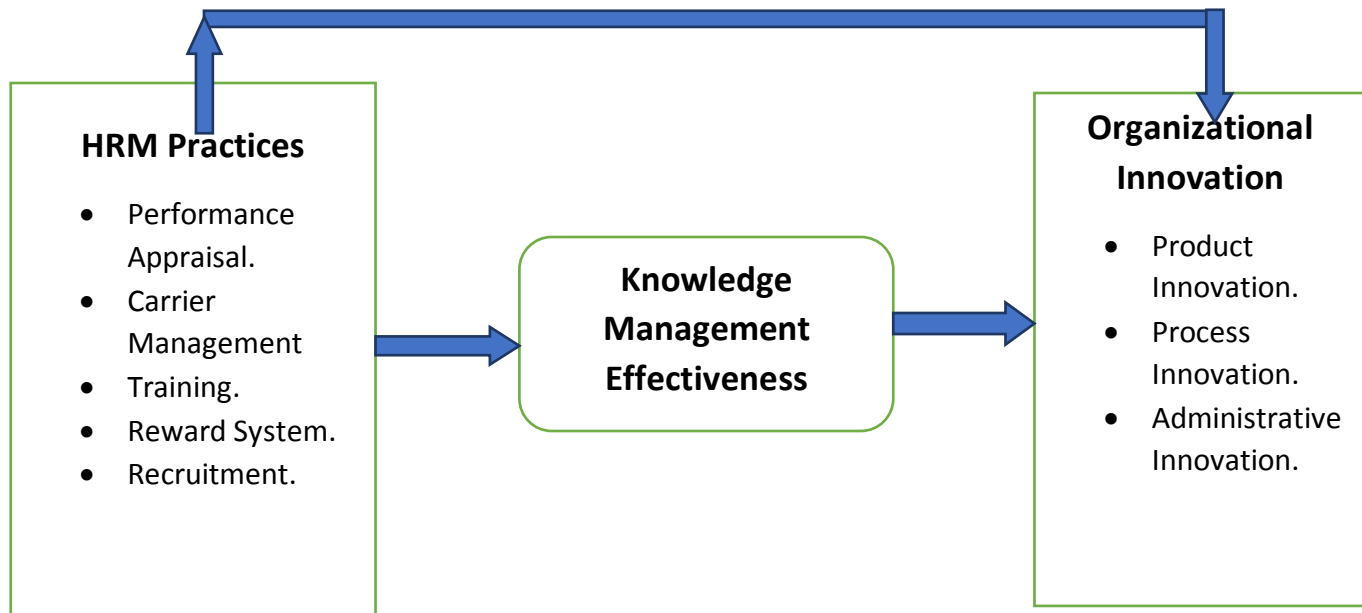
Innovation

Innovation is generally considered to be introducing or improving product, process, defining or redefining, market positioning or altering the dominant paradigm for the firm. In achieving any of them type of innovation the contribution of human factor within the organization are critical. The reference of Novelty implies something that is new to the organization it doesn't necessary have to be new within the industry or commerce at large, simplify that for this organization at the point in time it is novel.

III. RESEARCH OBJECTIVES

- [1.] To improve our understanding of how HRM practices nurture and constrain creativity within innovation process?
- [2.] To understand what role is attributed to HRM within practices intended to increase creativity in innovation process?

How HRM practice contributes for organizational innovation:



IV. NEW TRENDS IN HRM

1. Globalization and its impacts-

The HR department needs to ensure that the appropriate mix of employees in the knowledge, skills and cultural adaptability. Employees must have working knowledge of the language and culture (in terms of values, morals, customs and laws) of the host country.

2. Work-force Diversity-

Today's work force of people of different gender, age, social class sexual orientation, values, personality characteristics, ethnicity, religion, education, language, physical appearance, marital status Diversity is critically linked to the organization's strategic direction. HRM must train people of different age groups of different age groups to effectively manage and to deal with each other and to respect the diversity of views that each offer.

3. Changing skill requirements-

Strategic human resource planning will have carefully weigh the skill deficiencies and shortages. HRM department will have to devise suitable training and short term programs to bridge the skill gaps & deficiencies.

4. Corporate downsizing-

HRM people must ensure that that communication is employed by the organization of HRM department has a very important role to play in downsizing. HRM department is key to the downsizing discussions that have to take place.

5. Continuous improvement programs-

This company involves a companywide initiative to improve Quality Company. This requires clear and extensive communications of why the change will occur, what is to be expected and what effect it will have on employees.

6. Re-engineering work processes for improved productivity-

Such action is intuitively appealing - on the constant and permanent search to make things better. Such drastic change results in the re-engineering of the organization.

HRM must have mechanisms in place for employees to get appropriate direction of what to do and what to expect.

7. Employee involvement-

HRM has a significant role to play in employee involvement. Employees expected to delegate, to have decisions anticipatively handled, to work in teams, or to set. They may need training so they are need to understand.

8. Technology

A number of computerized systems have been invented to help in the HRM of which they are seen as simplifier of HR functions in companies. You do not have to stay in a particular location to do a duty but you can have a mobile basis. HRMIS These systems help in handling a lot of data on a chip other than having a room full of file shelves.

9. Health-

With the emergence of the wellness clubs and the fitness centers together with the need to have to have subscribed to HRM has to subscribe for its employees to such clubs, paying health insurance services for the staff. is not only a productivity strategy but also a strategy used to attract and retain valuable employees. . HRM look closer to health and wellness of employees. Therefore for HRM to continue showing that it is shifted to health show insulting, sensitization, and free medical treatment bills.

CONCLUSION

This study has explored the role by HRM in innovation process and has shown that the role by HRM in innovation process is complex & is dependent on different conditions. By representing HRM, HR professional have been attributed the role of an actor that contributes to innovation process active, direct and indirect. Research indicates that no single HRM approach may be sufficient to promote innovation but rather bundles of strategies & these bundles need to be studied empirically.

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