

Innovative Human Resource Practices

by...

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Innovative HR



Human Resource Management

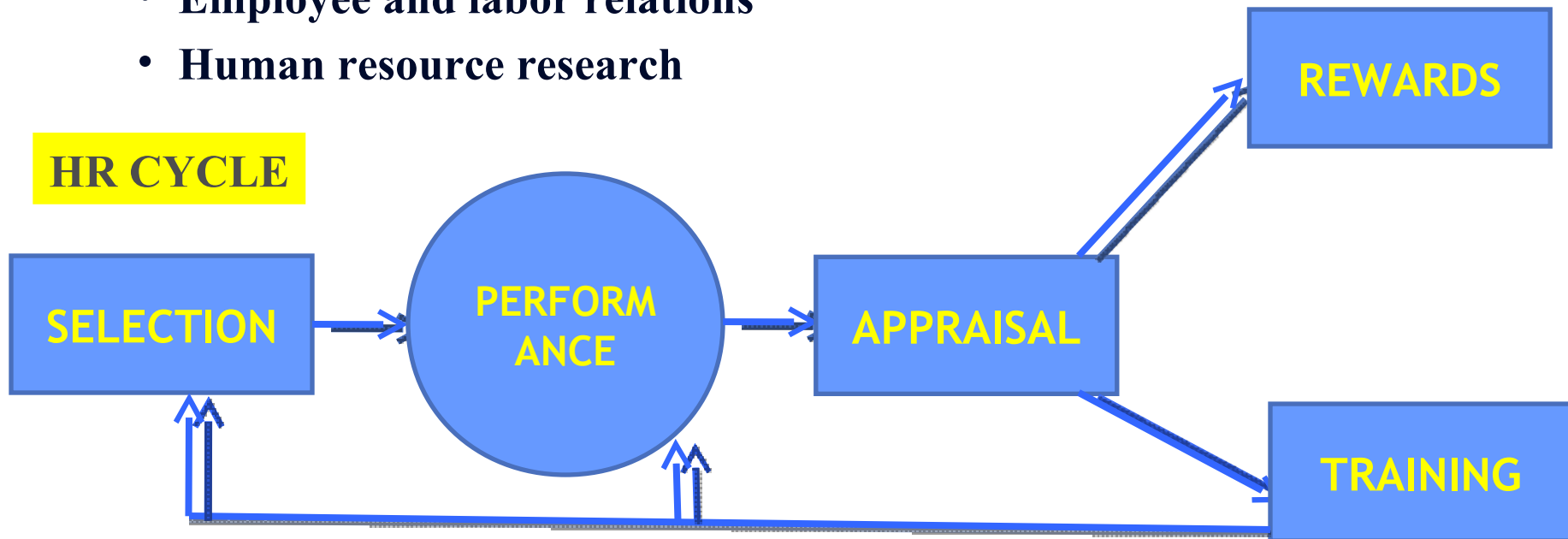
Human resource is one of the most valuable assets of an organization. According to Leon C. Megginson, the term human resources refers to “the total knowledge, skills, creative abilities, talents and aptitudes of an organisation’s workforce, as well as the values, attitudes and beliefs of the individuals involved”

Human resource management deals with the “people” dimensions in management.

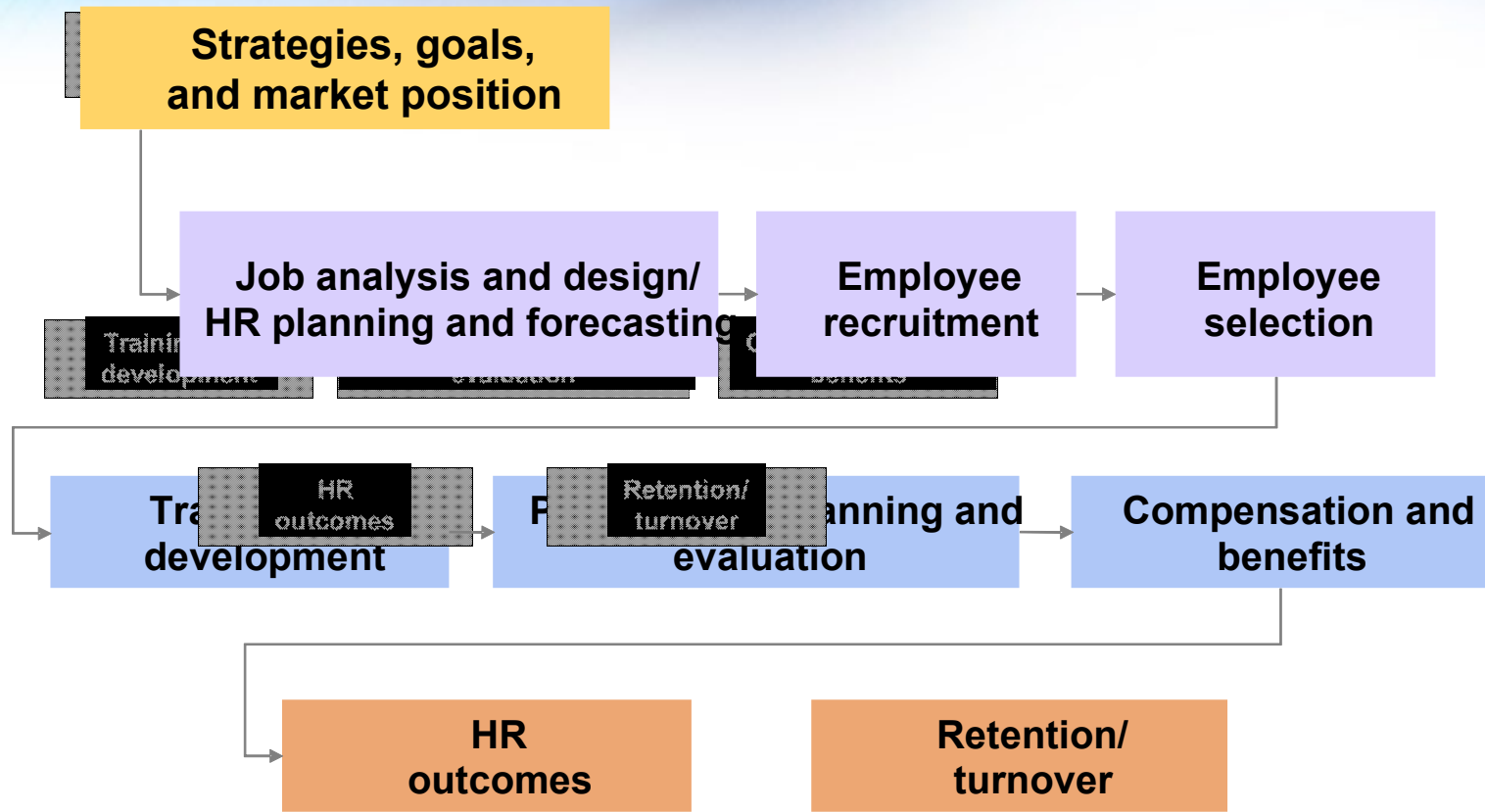
Byars and Rue, says “ *Human resource management encompasses those activities designed to provide for and coordinate the human resources of an organization*”

HR Functions

- Human resource planning, recruitment, and selection
- Human resource development
- Compensation and benefits
- Safety and health
- Employee and labor relations
- Human resource research



HRM Process in an organization..





Innovative HR Planning

- **Ensuring optimum use of human resources.**
- **Keeping the organizational workforce to cope with the technological development and modernisation.**
- **Streamlining uninterrupted supply of workforce to the functional needs of business from time to time.**
- **Union constraints encountered in HRP and develop policies needed to handle the constraints.**
- **Ensuring a career planning for every employee of the organization and making succession programs. It means that human resource planning must include objectives for accomplishing organizational goals and individual aspirations of the employees.**

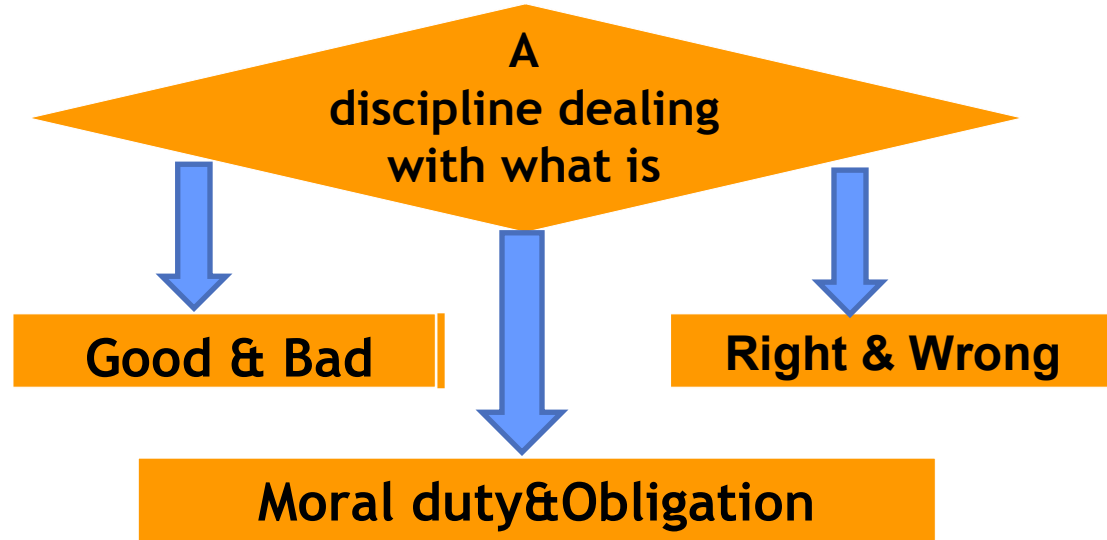


Innovative HR Focus on...

- **Forecasting future human resource needs**
- **Focus on Demand forecasting i.e., employee number and skills**
- **Analyzing the current situation and projecting forward**
- **What can be done to improve**
- **Motivation of employees**
- **Organisational culture**
- **Clarity of business objectives**
- **Goal focused and other behaviours**
- **Organisational strengths to build on**

Ethics in HRM

Ethics and HR Management





MBO in HR

- **Formulate action plans for achieving the stated objectives**
- **Develop overall organizational objectives**
- **Implement the action plans and take corrective action when required to ensure the attainment of objectives**
- **Periodically review performance against established goals and objectives**
- **Appraise overall performance, reinforce behavior, and strengthen motivation. Begin the cycle again.**



The Major Activities of An Innovative HR in Future...

- **An innovative HR always match the ideas of employees with the organizational goals and objectives**
- **The Innovative HR has to shift his role from human resource planner to yardstick to the performance of the employees.**
- **He has to concentrate on quality consciousness of the productivity.**
- **He has to create an enabling culture and promotes innovative skills in productivity of the employees.**
- **The future HR's has to concentrate on updated policies and procedures.**
- **He has to concentrate on attrition rates of the employees. Provide a good work environment in the firm for not to leave the jobs.**
- **He always flexible and develop his innovative skills.**
- **He has to concentrate on outsourcing of the employees i.e., he has to provide training & development suitable for both outsourcing and for the organization.**



HR Roles of Today

- **Industrial relations**
- **Administrative**
- **Personnel Management and Policy Formulation**
- **HRD Facilitation**
- **Change Management**

ROLE OF HR in FUTURE...

- **Strategic Business Driver**
- **Employees as Entrepreneurs and Business Partners**
- **Team Builder**
- **Culture Builder**
- **Firms Performance Manager**
- **Synergiser; Researcher**



Conclusion...

- **As an innovative HR, he always flexible and develop his skills and knowledge as per the updated technological changes.**
- **He provides the training & development i.e., useful for both current and future aspects.**
- **He has to translate the human resources as per the technological changes in the organization.**
- **Human resource is a valuable resource than other resources like financial, economical ec.,**
- **The success behind the activities of the organizations is humanresource, without humanresource there is no organization.**



Thank You...

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