

INTERNATIONAL JOURNAL OF LAW
MANAGEMENT & HUMANITIES

[ISSN 2581-5369]

Volume 4 | Issue 6

2021

© 2021 International Journal of Law Management & Humanities

Follow this and additional works at: <https://www.ijlmh.com/>

Under the aegis of VidhiAagaz – Inking Your Brain (<https://www.vidhiaagaz.com/>)

This Article is brought to you for “free” and “open access” by the International Journal of Law Management & Humanities at VidhiAagaz. It has been accepted for inclusion in International Journal of Law Management & Humanities after due review.

In case of any suggestion or complaint, please contact Gyan@vidhiaagaz.com.

To submit your Manuscript for Publication at International Journal of Law Management & Humanities, kindly email your Manuscript at submission@ijlmh.com.

Human Resource Management and it's Important in the Contemporary World

A.S. ROUBAN¹

ABSTRACT

Our present study exposes the impending need of human resource and its part in every other field without which we will be a failure. Human Resource is nothing but people who work in a firm or a company and the company therefore is responsible for to help the employees. As Human Resource is very much helpful in a nations progress, optimum utilization of human resources should be taken care of for the upliftment of a nation's economy. Capital Investment and Economic Growth are inter-related. Capital Investment helps in educating people. The key role of Government is to increase the education and skills of its citizens. Higher Education helps in improving the Human Capital. People should be given good education. Human Resource is given to college and university students. Good Education system cultivates charismatic thinking, good communication skills and talents among the young minds of the citizens which enable well trained Human Resource Management. New Technology has been brought by Human Resource and development of a country. Recent Technological development has paved way for our communication with employees. Technology helps in calculation and make analytical data of employees. Human Resource is unavoidable element of tourism. Human Resource managers use a well-equipped personality in their management. A Well-planned Human Resource Management strategy uses a successful implementation and integration of technology. Technological oriented leadership is an urgent need for Human Resource Management.

Keywords: Human Resource, Management, Economy, Capital Investment, Technology.

I. INTRODUCTION

Human Resource defines people who are working for a firm, organization or a company and it is a responsible department which will help in matters of management of employees who will represent collectively first and foremost valuable in an organization and also in business. In the current situation Human Resource Management in organization or company it helps us to describe development of employees and also in management. Some of the elements are key

¹ Author is a student at the Central Law College, India.

areas of Human Resource Management such as Recruiting, Staffing, Learning, Training, Organizational Development, Labor, Employee Relations, Compensation and Benefits. Human Resource Management undergo certain programs like administration and developing which are created to increase of the perfection in organization, company and also in business. Employer-Employee relations are been managed and cultivated through Human Resource Management. Comprehensive and Strategic methods are involved by Human Resource Management in managing of people and also for environment and culture of workplace.²

II. HUMAN RESOURCE IN COUNTRY'S ECONOMY

Human Resource plays a vital in development of a country. Human Resource is helpful in mobilizing other productive resources, Natural Resources and also Capital which is inactive in nature. In the Utilization of Natural Resources like oil, water, mineral, forest etc., Human Resource is an important one. Proper utilization and mobilization of resources is made through human Resource only. The Deficiency of Natural Resource must be compensated by the Utilization of Human Resource. Development of Economy cannot be done only by existence of Physical Capital because they should be properly utilized. Without proper functioning of Human Resource running of Industry, Factories, operation of Equipment and Machinery is really a challenging one. The Production of Goods and Services are increased by a Country's Human Resource. A Country can produce a high quality of different varieties of Goods and Services through the help of Skilled Human Resource.³ Economic Growth and Human Capital are an inter related one which was in a positive manner therefore boosting of production is based on Investments. Other than the capital investment, educating a Workforce is also a kind of investment and such kinds of investments will be in the Human Capital. The Key Role of Government is to Increase the education and skills of its Country's People. Higher Education is given to people at free of cost by Some Governments while in a stage to improve the Human Capital. On the views of Government, Development of an Economy and increase in economic growth is because of the knowledge which was gained by people through education. People of a Country with Good Education or Skills will have a Good Earnings in such case there will be an increase of Economic Growth with spending from consumer.⁴

² What is Human Resource? , <https://www.humanresourcesedu.org/what-is-human-resources/>

³ Role of Human Resource in Economic Development of Country, <https://www.merospark.com/content/197/role-of-human-resource-in-economic-development-of-country/>

⁴ Human Capital and Economic Growth, <https://www.investopedia.com/ask/answers/032415/what-relationship-between-human-capital-and-economic-growth.asp>

III. IMPORTANCE OF HUMAN RESOURCE IN EDUCATION

People are also seen as a Resource in this World in good perspective. Some will say that considering and using Human as a tool was a wrong thing and many will make use of Human as a Resource which will go with a progressive manner. Around the world many of colleges and universities teaching Human Resource as an important one which will help us in many ways like production process. Managing People in the field of Education is increasingly important. In most of developed countries, skilled workers and also educated people's percentage has been increased drastically. Industrialized Countries for development of their economic growth they invest their money in education in the form of Human Resource. In career guidance they ask and motivate their students to get participate in seminars, workshops and they also ignited to write essays, articles and also research papers etc., Selection of suitable person for a job and knowing their talent is done only by a good Human Resource Manager. If such great skills are in a person whether he is in a company, industry, schools etc., they are a golden asset for his job recruiter. Nothing is possible without a good education system which also teaches about Human Resource and it also need motivators and also good teachers who will help us to make a better use of these things. Many of them are likely to be educators or mentors who will improve best qualities of other people. They are for young minds of nation to educate and train them. Thus, selecting a teacher with good communication skills, charismatic and talented in the field of education is very mandatory. Hence it is a noble work and there is a need for them in a larger amount and we should find them and they are needed to be trained with good Human Resource Management.⁵

IV. HUMAN RESOURCE'S NEED OF TECHNOLOGY

In a Country new technology has been brought by Human Resource and for development of a country Advanced technologies are been needed. Supply of Labour, Transportation and also communication are also the roles of Human Resource.⁶ Human Resource has a huge impact on technology which has been changed every aspects of our lives. Latest technological development has changed our path like our communication with employees, employee's performance evaluation, files storing etc., If they are properly used, in companies Human Resource practice and technology will have a good impact. It will make a systematic operation of Human Resource Department in an efficient and an organized manner. Thus, it was to be

⁵ The Importance of Human Resource Management in Education, <https://www.charlottestories.com/the-importance-of-human-resource-management-in-education/>

⁶ Changes in Technology, <https://www.merospark.com/content/197/role-of-human-resource-in-economic-development-of-country/>

considered that using of these things in a wrong way will be have a bad effect over the company's entire system. There is an advantage of having technological gadgets in the organization or company's Human Resource. Messaging applications are making a way easier to Human Resource staffs to keep touch with their team. If a Team Leader wants to conduct a meeting, he will drop a message in message group this will make things simple. Technology will help Human Resource in calculation and make analytics of employee data. It will bring a positive and a good change in Human Resource Team. Therefore, technology was an unavoidable feature of Human Resource.⁷

V. HUMAN RESOURCE: A TOURISM'S KEY NOTE

Human Resource is an unavoidable element of tourism which has a lot of diversities. Tourism Industry has different kinds of sectors in it and need of Human Resource which is much in each of sectors. Each sector in it has specializations and sub-specializations. Human Resource is inter-linked with Tourism Sector. Tourism Industry is based on service and without Human Resource there will be no any tourist activity. During a trip every tourist needs a Human Being to be get satisfaction of his travel because there is a need of getting interaction with new people and get to know about different culture around the world. Services in a large way has been provided in tourism industry there is a compulsory need of Human Resource in it, as there is no pre-checking procedure followed here like goods production. In tourism there is a need for Human Resource Management which is not only need for person who provides services but it is also necessary for every person to be highly equipped. Development and Planning in Human Resource is an important thing which will provides a good standards and quality in hospitality which is a most required thing in Tourism. Human Resource is a one part of service which will be provided in the tourism sector. Behavior and Attitude of Human Resource will be felt and observed by the Tourist.⁸

VI. SUGGESTIONS

In Management of a Provocative Labour Force there are some essential and main key factors which in talent management to regulate its strategies which will involves a process and also for a company's overall strategy. In a success of the business functions which depends upon retaining of employees, developing and training of employees. Human Resource Managers

⁷ How is Human Resource evolving with technology? , <https://www.hrtechnologist.com/articles/digital-transformation/how-is-human-resources-evolving-with-technology/#>

⁸ Human Resource Management – I: HRM in Tourism Industry and Human Resource Planning, <https://www.flexiprep.com/NIOS-Notes/Senior-Secondary/Tourism/NIOS-Class-12-Basic-Tourism-Chapter-16-Human-Resource-Management-I-Part-3.html>

who use a good talent management practice seem to be a well-equipped personality, to use opportunities which are seen good in the operation of a business. Need for Key areas of evaluation and training is a mandatory one. It will help us in saving the money spent for training of Human Resource. In a good business process, there will be an impact on the involvement in change management which is needful and necessary in the development and training's execution. In the Industrial Competition, all companies knew well about the essential things for success criteria is a well-planned talent management.

VII. CONCLUSION

In Managing a Labour Force there will be a need of a well-planned Human Resource Management strategy for a successful implementation and integration of technology it is a most necessary one. The Human Resource will be appeared to be a first and foremost assets for an organization in this advancement of such technological era and also for technological evolution in a continuous and a successful manner. Though workforce is replaced by the automation of technology, Human Resource is not only seen as a key for it but it also has the responsibility and made implications of technology in today's business field. In an organization in order to compete in all functional areas there is an urgent need for leadership skilled human resource in today's technological world. Explicit Competencies will be identified by this which are technological, investigative, skill and learning. These are to be grown for the development of functional operations and also for Human Resource Management.⁹

⁹ Five Recommendations for Human Resource Management, <https://www.forbes.com/sites/forbesbusinesscouncil/2020/02/03/five-recommendations-for-human-resource-management/?sh=1d34197739ed>