

HUMAN RESOURCES: IT'S FUTURE

Human Resources (HR) is fighting to stay alive and gain importance in an organization in days to come. Some of our own HR professionals have declared that HR will not be significant by 2020. Therefore it is necessary for this profession to reinvent itself drastically to stay afloat in order to avoid its own death.

Anyways one thing is sure that HR in current form will not be able to exist and we need to be reborn as a new entity. If you look at the industrial scenario, its revolution, artificial intelligence, 3D printing, robotics, machine learning and the millennial workforce will transform the HR landscape and fasten the extinction of HR. The industrial revolution would usher in an age of artificial intelligence, driverless cars, machine learning and advanced form of robotics. All these things will transform the way we live, we work and our human attitude towards others.

We will observe that some jobs will disappear or some may grow. In other words the future workplace will need to re-align its skill set to keep pace with the changing times. Companies are going hi-tech and human manpower is getting replaced by robotics. Big e-commerce organisations are handling their markets using robotics employees. So offices of the future will be sparkling spaces without a HR department. Assignments which are currently handled by HR like payroll, performance appraisals, compensation management, employee engagement, analytics, managing health care, etc., etc. will be fully automated. The definition of place of work is rapidly changing and some of the new companies are allowing their employees to work from home, restaurants or any other place of their choice. Therefore the HR Manager will have to redefine the meaning of workplace and try to adapt to new changes and manage remote work place.

Millennial population comprises a sizeable percentage of workforces today, they avoid/ keep away from the fixed office timings, cabins/ cubicles, attendance records/ biometrics, fixed salary structure and also job permanency. This will drive the HR person for a tippy curvy ride in order to function and therefore will have to look for alternatives. They are very sensitive people and if they think they are overloaded, undervalued and not creating value, they will just quit. They will look for flexi-working hours and are quality conscious people at work.

In order to handle these class of employees, HR managers will have to re-train themselves to handle the millennial staff more effectively not that they are unqualified in doing so, but to meet the expectation one has to learn newer things and implement them in the organization. We also need to realize that the millennial are not going to stay with the company longer and are not inclined towards disciplinary measures/ actions or job loss. Conventional disciplinary actions as per standing orders will be a thing of the past. The old role of HR managers to 'encourage, enthuse and enable' will have to be changed drastically. The emerging generation is more equipped and more skilled with modern gadgets and is more knowledgeable in handling the computers than the previous lot. We can ourselves

notice our kids surprising us with the use of mobile phones, downloading newer apps, operate the facebook, whatsapp, instagram accounts, etc.

HR will have an uphill task to be the change and lead the workforce towards this bigger challenge in order to achieve the predefined organizational goal. This will predominantly lead to old HR horses being replaced with new ones who are acquainted better with latest advanced software. In many companies today HR functions are outsourced and the entry level of HR will cease to exist.

We HR professionals are already exposed to this dynamic change which is happening around us. Companies have already started dropping terms like HR and shifting focus towards more people centric ideas. New positions like People Officers, VP, talent sourcing, etc are moves in the right direction of the transformation era. HR Managers will have to sharpen their skills and fill the competency gaps in order to strive at the highest level if one wants to succeed in life. They need to be partners in business and not mere support functions provided company management also consider them valuable enough. HR managers will have to be exposed to promoting business strategies and also responsible for the bottom line too.

Those who can adopt the change will survive or else will have to change their job role. This is just the beginning of the change for a new improved HR.

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