

## Globalization and changing face of human resource management in India

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### ABSTRACT

In the era of globalization many challenges take place in the field of Human Resource Management (HRM) and HRM is ready to face these challenges with innovative practices. Global competitiveness is most pressing challenge facing by countries and businesses in today's business environment. Globalization represents the structural making of world characterized by the free flow of technology, funds and Human Resource across national boundaries as well as the spread of Information Technology (IT) and mass media, presenting an ever changing and competitive business environment. The field of Human Resource Management has undergone a dramatic transformation during the last few decades. This paper deals with the emerging trends of Human Resource Management in the context of global business. This article suggests certain emerging practices that engage in Technological up gradation, managing work force diversity, Strategic Human Resource Management (SHRM), HR score cards, Outsourcing and Talent management.

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Globalization describes an ongoing process by which regional economies, societies and cultures have become integrated through a globe-spinning network of communication and trade. Globalization presents cross border transaction in goods and services world wide, movement of international capital, international diffusion of technology and greater coverage of information. Information technology, expansion, exports, technology up gradation and foreign investment are some of the facilitators in the process of globalization. The impact of globalization on Human Resource Management (HRM) needs careful consideration. HRM is the function within an organization that focuses on recruitment, management and providing direction for the people who work in the organization. Human resource can also be performed by the line managers. The responsibility of HRM attracts and preserves and develops high caliber people that proves competitive advantage for any business. The field of HRM has undergone a dramatic transformation during the last few decades.

Today's business leaders are challenged to build

dynamic, entrepreneurial and truly global organizations in pursuit of excellence. The most crucial variable is the HR factor, which needs to be tackled with a conscious and well thoughtout strategic plan. The last two decades of the 20<sup>th</sup> century have witnessed the tremendous impact of the twin revolutions of transportation and telecommunications. The practice of Human Resource dealing with day to day people issues has never been easy. However, the recent economic uncertainty, shrinking profit margins, and cost-cutting mandates have made HR's role more difficult than ever. The demands and expectations of the human resource functions to take on strategic role and address critical human resource issues like attracting and retaining key talent, building talent pipeline and creating high performing cultures and greater than ever. The HR's role is to create a climate of trust and confidence through transparent communication, thereby organization members are committed and motivated to continuously excel in the learning environment.

This paper discusses the changing face of HRM in the era of globalization. The global trends of HRM are shaped by competitive downsizing, outsourcing and more diverse workforce. The present study focuses on the "changing face of Human Resource Management" in the present scenario of global environment.

The field of Human Resource Management has undergone dramatic change during the last few decades

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