

New Developments in Hr Procedures and How They Affect Worker's Output

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ABSTRACT

This paper presents the insights of the various HR practices which impact the performance, commitment and job satisfaction of employees. In the present dynamic era retaining the employees has become a challenge, gone are the days when employees use to look only for the salaries. Today the aware youth is no more attracted to merely salary, they are expecting more beyond the salary and therefore the organizations are formulating and implementing best HR practices in order to attract retain and develop the employees who can deliver quality output to the organization. The role of today's HR has transformed from support function to strategic function and is now being recognized as strategic partner. To sustain its identity of Strategic Partner HR Managers in many organization are constantly reviewing and researching on their HR practices which influences the performance of employees. The Paper is based on secondary data and has attempted to understand the HR practices in vogue.

Keywords: Benefits of Healthy HR Practices, Human Resource Practices, Best HR Practices, The employee Satisfaction, Human Resource Practices and Technologies

INTRODUCTION

In today's cutthroat business environment, skill shortages, talent shortages, and attrition rates have reached all-time highs. As a result, businesses now view internal customers as being just as important as external ones, and they are working to develop the best HR practices in order to draw in the best talent. Contemporary best practices revamp a comprehensive HR operation in addition to increasing productivity. Today's HR professionals in practically every industry are dealing with a plethora of brand-new issues, including the expansion of international markets, the quick development of new technology, the lack of skills in crucial positions, and rising productivity demands. These are the foundational elements that HR directors will need to make the best business decisions. Effective HR procedures do have an impact in a number of ways. They strengthen an organization's internal capacity to handle present and upcoming issues. Many organizations are under a lot of pressure to remain competitive as a result of the globalisation process. These pressures have an extensive influence, and a company's ability to consistently develop is essential to its long-term existence. In order to thrive in the competitive and intricate business landscape of today, organizations must arm themselves with innovative HR practices. One of the main factors influencing employee performance is good management techniques.

Objectives of Study

1. To showcase current HR practice trends.
2. To comprehend the effect that HR procedures have on employees' performance.

RESEARCH METHODOLOGY

All of the data used in the research comes from secondary sources that are exploratory in nature and connected to the research topic. This study was conducted using e-journals, web portals, and textbooks as sources.

LITERATURE REVIEW

The transition of HR practices from conventional to contemporary frameworks marks a significant shift in organizational strategies. Studies by Jackson, S. E., & Schuler, R. S. (2003) and Guest, D. E. (2017) delineate this evolution, emphasizing the need for HR practices beyond remuneration, aligning with the changing expectations of the contemporary workforce. Research by Wright, P. M., & McMahan, G. C. (2011) and Becker, B., & Huselid, M. (2006) underscores the pivotal role of HR practices in employee retention. These studies delve into how practices such as training, career development, and work-life balance initiatives contribute to enhanced commitment and engagement among employees.

The transformation of HR from a support function to a strategic partner is highlighted in studies by Ulrich, D. (1997) and Huselid, M. A. (1995).

They discuss the evolving role of HR in aligning organizational goals with HR strategies, emphasizing the importance of strategic HR practices in achieving organizational objectives.

Various studies, including those by Delery, J. E., & Doty, D. H. (1996) and Boselie, P. (2010), examine the relationship between HR practices and employee performance. They identify how practices such as performance appraisal, training, and development influence employee productivity and performance outcomes.

The changing expectations of the modern workforce are addressed in studies by Guest, D. E. (2014) and Boxall, P., & Macky, K. (2009). These studies focus on how HR practices catering to employee well-being, diversity, and inclusivity impact job satisfaction and organizational commitment.

Recent research by Jiang, K., Lepak, D. P., Hu, J., & Baer, J. C. (2012) and Paauwe, J., & Farndale, E. (2017) explores the evolving role of HR as a strategic partner. They emphasize the need for continuous review and adaptation of HR practices to meet changing organizational and employee needs.

MODERN HR PRACTICE TRENDS

1. Remote Work and Flexible Arrangements

The integration of remote work and flexible scheduling has gained prominence, allowing employees to work from diverse locations or set their own work hours. This trend, accelerated by technological advancements, has been further emphasized post-pandemic, promoting work-life balance and boosting productivity.

2. Focus on Employee Well-being

HR practices now prioritize holistic well-being initiatives covering mental health support, wellness programs, stress management, and work-life balance efforts. Companies are increasingly recognizing the importance of supporting employees' physical, mental, and emotional health for sustained productivity and engagement.

3. Diversity, Equity, and Inclusion (DEI)

A strong emphasis on creating diverse and inclusive workplaces has become a cornerstone of modern HR practices. Companies are actively implementing strategies to foster diversity, ensure equity, and create inclusive cultures to harness the benefits of a diverse workforce.

4. Continuous Learning and Development

Continuous learning and up skilling programs are pivotal in contemporary HR practices. Organizations are investing in employee development, offering learning platforms, mentorship programs, and personalized development plans to nurture talent and adapt to changing skill demands.

5. Agile Performance Management

The traditional annual performance review model is evolving into more agile and continuous feedback mechanisms. HR practices now emphasize ongoing performance discussions, regular feedback, and goal alignment to enhance employee performance and growth.

6. Technology Integration in HR Processes

Leveraging technology for HR processes has become integral. This includes using AI-powered tools for recruitment, HR analytics for decision-making, and employee engagement platforms for better communication and collaboration.

7. Emphasis on Employee Experience

Enhancing the overall employee experience has become a central focus. HR practices now prioritize creating a positive workplace culture, employee-centric policies, and personalized experiences to boost engagement and retention.

8. Sustainability and Corporate Social Responsibility (CSR)

HR practices are increasingly aligning with corporate social responsibility initiatives. Companies are integrating sustainability practices into their HR strategies, emphasizing ethical work environments and social responsibility, which also attracts socially conscious employees.

EMPLOYEES THAT ARE IN GOOD HEALTH ARE HAPPIER AND MORE PRODUCTIVE

Improved Physical Health Enhances Productivity:

Studies have shown that when employees prioritize their physical health through regular exercise, proper nutrition, and adequate sleep, they often experience increased energy levels and better overall health. This, in turn, contributes to higher productivity as they are more alert, focused, and capable of sustaining their efforts throughout the workday.

Mental Well-being Correlates with Job Performance:

Research indicates a strong correlation between mental well-being and job performance. Employees who prioritize their mental health through stress management techniques, mindfulness practices, and seeking support when needed are often more resilient, better equipped to handle challenges, and are generally more productive in their roles.

Reduced Absenteeism and Presenteeism:

Healthy employees tend to take fewer sick days and are less prone to absenteeism due to health-related issues. Moreover, they exhibit lower presenteeism, where they are physically present at work but are less productive due to health problems. Employees who maintain good health are more likely to be consistently engaged and focused during their working hours.

Positive Workplace Culture and Morale:

Organizations that prioritize employee health and well-being tend to foster a positive workplace culture. When employees feel supported in maintaining their health, they are more likely to feel valued and engaged, leading to higher morale and, consequently, increased productivity.

Investment in Wellness Programs Yields Results:

Companies investing in wellness programs, health screenings, ergonomic workstations, and mental health resources for their employees often witness tangible improvements in productivity metrics. These programs demonstrate a commitment to employees' well-being and lead to a healthier, more motivated workforce.

Higher Job Satisfaction and Employee Engagement:

Employees who feel their employers care about their well-being are more likely to be satisfied with their jobs and exhibit higher levels of engagement. Engaged employees are known to be more productive, innovative, and willing to go the extra mile to contribute to their organization's success.

CONCLUSION

Maintaining employee satisfaction and happiness is a challenging Endeavour, made more so when considering that staff turnover rates in organizations are at an all-time high. A company's ability to retain satisfied employees and have an almost nonexistent staff turnover rate are two factors that are critical to its long-term success. Because of this, putting into practice the best HR practices within organizations is now imperative. In addition to making commercial sense—hiring new hires is always going to be more expensive than keeping existing ones—doing this also makes an organisation function more efficiently. To put it simply, any organization hoping to succeed—or stay successful—should prioritize making sure its workers remain faithful. To promote a healthy lifestyle, employers should encourage their staff to take part in marathons, competitions, and out-of-office drives. A five-day workweek policy, transportation assistance, and sporadic team-building events like office parties, competitions, regular yoga and meditation sessions, appreciation awards, team lunches, and office parties will also greatly enhance employee morale and foster a positive work environment.

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