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## “Human Resource Management- confronts in the 21<sup>st</sup> century”

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### Key Words

Globalization, Demographics, Talent Shortages, Succession Planning, Confronts.

### Abstract

*The globalization of business, changing demographics and changing patterns of mobility will continue to change the nature of work and the worker. Cultural integration and clashes/unrest will continue to grow globally, at both societal and corporate levels. Talent shortages will continue to grow globally, requiring HR to become the provider of human-capital analytics for input to strategic business decision making. The change in the competitive market environment had forced HR manager to play a significant role in giving success to organization. In general, HR Managers should position themselves to attract and retain the workers they will need on this journey. The focus of the HR manager is on strategic personnel retention and talents development. The role of HR people will be coaches, counselors, mentors and succession planners who motivate members and their loyalty. Armstrong (2004) defined Human Resource Management (HRM) as the function within an organization that focuses on recruitment of management of, and providing direction for the people who work in the organization. Human resource manager will have to build or develop a frame work that allows flexibility to develop a workforce for tomorrow(Andries du plessis, 2008, p-167).This paper portrays various confronts the companies are facing from both the future workforce and from the changing nature of work itself.*

*Initially, the role of HR manager was limited to transactional work such as payroll and benefits administration, but now as the world is changing role of HR manager is not limited to transactional. They have to now focus on mergers and acquisitions, industrial and labour relations, diversity and inclusion. Also, Companies going global will face difficulty managing workforce diversity coming from different religious, cultural, moral, background. All this become a challenging task for HR Managers in current day.*

*The paper has been prepared using secondary data collected from journals, magazines, websites, etc due to the time constraint. Secondary data is data collected by someone other than the user. Common sources of secondary data for social science include censuses, organizational records and data collected through qualitative methodologies or qualitative research. The main objectives on this papers are to find out confronts of Human Resource Management in the 21<sup>st</sup> Century and the impact of HRM on the working of an organization.*

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