PIONEERING HR PRACTICES

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ABSTRACT

Despite the fact that, today's business environment requires a complete rethink of many of the traditional practices of HR. The management revolution, which started in the 1850's, defined a manager as a person who "leads the organization," sets direction, and supervises the work of employees. Employees, in traditional practice, are the "resources" to be managed. Redefined the term "Human Resource" (HR) it implies that people are "resources" like machines and capital resources that just happen to be "human", it can be supplemented by totaling a quote by Frederick Winslow Taylor

"In the past the man has been first; in the future the system must be first... The first object of any good system must be that of developing first class men."

Comparing this with today high performing organization which concentrates on moving up their product life cycle so fast forward   is highly depended on workforce integrity and instant sharing of information between themselves. Customers being the real in charge who decides the real performance of organization, employees are hired and rewarded for their deep expertise instead of those who just tend to follow set of instructions so as to complete the task assigned to them. Thus, making HR practices to be continuous, instead of having yearly training program, performance review a continuous training program and continuous feedback system is required.

Keywords – Agility, Continuous learning, Talent acquisition, Branding.

INTRODUCTION

Principles of innovative HR practices when appropriately applied, and when a sufficient amount of time has been given to make them really effective, must in all cases produce far large and better results, both for the employer and the employees, than can possibly be obtained under even this very rare type of practices which have been outlined, namely, the management of 'initiative and incentive', in which those on the management's side deliberately give a very large incentive to their workmen, and in return the workmen respond by working to the very best of their ability at all times in the interest of their employers.

Today HR and Learning programs are focused on building customer centric teams, empowering employees to make decisions, encouraging a culture of learning, training managers to coach and develop others then its termed to be Agile Model in HR rather than recruiting for jobs "when they become open," it must be put in place a "continuous talent acquisition" and "continuous employment branding" solution as a part of innovation.

Modern industrial practices being more customized with respect to customer centric approach, which in turn replicates that high performing industry, have learned how to turn themselves inside out to meet customer expectations.

CHARACTERSTICS OF POINEERING:

Swapping from professional management practices into customer centric, agile model of HR shall be categorized by characteristics beneath.

- High-performance, Small and Self-organizing teams.
- Periodic Revision of goals and Constant feedback.
- A strong shared mission and refreshed culture.
- Employees have direct access to customers.
- Managers as hands-on workers.

DIMENSIONS OF UNSURPASSED PRACTICES:

PULLING TOWARDS AND RIGHT TO USE:

Attracting and retaining talent being a big problem for every organization, possible hoax and strategy to recruit and retain the employees is followed by organization.

EXPAND AND PRODUCE:

Organizations try to recognize the aspirations of employees and focus on their growth and development giving them broader understanding of the business.

ENGAGE AND LINEUP:

To retained the focus of organizational leadership and launching new practices encourage employees employee engagement is required. Practices such as Loyalty Interview is used to find out what is it that makes its employees stay on. It also demonstrates impression on leadership style and is seen to work as a great motivation within the organization.

TRANSITION:

Mobilizing of talent in and out of the organization impresses strong signals to the employees about the organizations care and concern. Initially from the induction, which is often the first impression which an employee carries throughout the end that is till the exit interview, the experience displayed by the organization has a lasting impact on all employees.

CONCLUSION:

Instead of overly focus on top down goal alignment and full consistency in annual goals and performance appraisals, employees were encouraged to revisit goals regularly. Concentrating feedback and development as an alternative of evaluation in order to make development as primary process in performance appraisal which is able to demonstrate a long run on business, organizations implementing social rewards, recognition programs, social learning programs and social recruiting programs does all with the goal of creating transparency and speed. Building customer centric teams, empowering managers and people to make decisions, encouraging a culture of learning, teaching managers to coach and develop others all together form pioneer factors for organization in terms of HR practices. I would like to add up a quote by Frederick Winslow Taylor to represent the unsurpassed practices

"Hardly a competent workman can be found who does not devote a considerable amount of time to studying just how slowly he can work and still convince his employer that he is going at a good pace."

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