

Study on the human resource management

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Introduction

Human resources management is a term that is used to manage the employees in the organization and contains many functions and operations in the organization related to human resources activities. These human resource activities can increase the productivity of the organization and the employees and management. Every human resource manager should have task-oriented and strategic approaches. And it should be focused on goal-oriented outcomes (Boon, Hartog, and Lepak, 2019b). Every human resource management has many organizational operations like hiring, developing, motivating, and performance management. Human resources can also affect the working culture and environment and can put an impact on the objectives and goals of the organization. Members of human resource management can be responsible for ensuring the vision and values of the human resource. Various functions which are performed in the HRM activities by the managers and leaders also play an important role. Talent management should be also part of the management of the human resources in the organization. Utilization of the human resource in the organization should be an effective way that it can give contribute to the success of the organization. In today's generation role of the HR is changing very rapidly and there are many modern human resource management activities. There are many activities that an HR manager can follow, which are managing compensation, recruiting and hiring new employees, and managing training and skill development of the human resource. Many skills are required for a good human resource management and these skills can include good teamwork and positive collaboration, effective communication skills, and technological aptitude (Boon, Hartog, and Lepak, 2019b). Effective human resource management can also establish a good relationship between the management of the organization and the employees.

Discussion and analysis

Current status of the labor market in the UK

The labor market shows the condition of the economy of the country or state, and this market plays a major role in the economic condition. The labor market also includes the demand and supply of labor by the firms and organizations in the country. The current labor market provides income to the household sector, and it can also affect the economy of the country in positive or negative ways (Oreffice and Quintana-Domeque, 2021).

The UK can be considered an active place to work and live and it is one of the large labor market economies and has a large labor market across the world. In the labor market, wages also have a major role, and these wages are determined to be the demand and supply within the economy and can influence the market. These wages can be divided into nominal and real nominal wages. There are various indicators of the UK labor market trends, and many studies and research are being done to analyze the labor market and how it is affecting the economy. Many firms and organizations in UK are struggling with the shortage of labor and skills which can affect the economy in long and short term. The reports shows that many people are unhappy with their jobs and some of them also find many difficult to get a new job and job according to their preferences these things and situation creates the desire in them to move abroad. Every labor market contains employment opportunities as well as unemployment (Oreffice and Quintana-Domeque, 2021). It also contains the weekly and monthly earnings. According to the studies, the labor market of UK is flexible, and this market has the power to recover from unemployment. Thus, there are many situations and determents that are giving a contribution to the labor market of the UK. This country is one of the biggest labor markets. Here are some factors that can affect the labor market and can have many impacts can be positive or negative.

Factors that can affect the labor market

The wage rate – This is one of the most important factors that can affect the labor market high wage rate shows the lowest demand for labor (Brell, Dustmann, and Preston, 2020). Wage is the main determinant in the labor market and can have a big impact on the labor market. These wage rates are determined by many factors and can suddenly change the market conditions and affect the labor market whole. It also affects the level of employment (Brell, Dustmann, and Preston, 2020).

The working population of the country - The numbers of the working population in the country can also affect the labor market of that country (Bell and Blanchflower, 2020). It also affects the age of that person who is working and the contribution of a certain age group who is working. The contribution to the labor market is constantly changing.

Productivity – Productivity can affect the demand and supply in the labor market, and it also affects the product and services that are being produced in the country. The productivity ratio of the country can affect the labor market (Borghini, Mori, and Semenza, 2018). Productivity can bring changes in the labor market. It may increase or decrease which implicates the labor market and can affect the growth and development of the country. The productivity of the labor

market can be increased in many ways. And it can affect the output of the country some factors can affect the productivity of the country, and these are skills and technology and some management inputs (Borghi, Mori, and Semenza, 2018).

Technology- Technology can change the working culture of the people and can give positive and negative impacts on the labor market. These technological changes in the market can increase the labor demand or it can also decrease the demand (Inanc, 2018). For example, many workers can lose their jobs because of the introduction of new technologies and machines in the markets. Technologies can change the market of any economy and can give positive and negative effects to the labor market.

So, the current status of the economy is changing very rapidly. There are many ups and downs in the unemployment and job vacancies in the UK in the past few years and according to the data and the studies. Productivities and earnings of the labor market has been increased as compared to the past few years and after the recession. The UK also tries for employment protection rather than other countries. There are many pros and cons to labor market interventions. There is also a concern in the labor market related to the long-term unemployment ratio and this should be taken into consideration and economists and policymakers should make some recommendations to deal with it. Human capital also plays the important role in labor market sustainability. Job opportunities and job security should be provided in the labor market to make it grow fast and to save it from interventions and concerns. Youth employment should be there, and age and gender also play the important role in the labor market (Inanc, 2018). In a recession time, youth employment can also help in reducing the concerns in the labor market. There are not many changes seen in the labor market of the UK in past 15 years.

Emerging changes in the human resource strategies in the post covid period

Covid 19 had many effects on many sectors and there were many positive and negative impacts of the covid 19 and there were many changes in human resources management. This pandemic also affects many factors of human resources (Yawson, 2020). It affects the skills and development and the mental health of the employees in the organization. This period has changed the working culture of human resource management. Some of the human resource management has adopted the new technologies after the post covid situations and many traditional technologies now become modern, and these new adoptions are bringing many changes in the practices of the human resource management. During the period of covid 19

working culture changed and digitization is done in human resource management. Connections and communication in organizations are affected during the pandemic period. Hiring and recruitment are virtually conducted and this process of hirings in human resource management became more advanced. Training and skill development of the employees in the organization become digital. There are many new technological advancements in the post covid pandemic period in human resource management (Yawson, 2020). And this technological advancement now updates the whole human resource management system. In many organizations, many human resource management teams motivate the employees and the productivity, during the lockdowns.

Challenges in human resource management during lockdown

The pandemic has affected the personal and professional life of the people (Azizi et al., 2021). It also affected the whole economy and the organizations and their working culture. Human resource management also faced many difficulties during this lockdown period. Many employees were forced to lose their jobs and many other challenges in front of the hiring professionals. There was also an issue in maintaining the effective employer brand and positive work environment also got affected. This impact affected the performance of the employees in various organizations. The safety and job security of the employees in the organization was the biggest challenge among the employees and it created a stress human resource management. It also affected the working hours of the employees and there was no proper interaction between the human resource management and the employees of the organization. The whole world had faced these issues (Azizi et al., 2021).

In these difficult times, many businesses are struggling to keep their doors open and all must find ways to keep their employees safe, comfortable and productive. Identifying and implementing effective employee policies and support may make or break businesses in the coming months of uncertainty. HR teams that rise to the occasion will be integral in leading businesses through the storm.

Changes and opportunities in the post-pandemic period for HRM

There were many issues in human resource management, but this also provide some changes and brings new opportunities to human resource practices. Every activity was done digitally during the covid 19 period. The work-from-home culture was introduced and adopted by many organizations. Nobody was able to interact physically, and everyone were connected and communicating through the social media platforms. The entire human resource department

works from digital platforms. Recruitment and hiring turned digitally many online interviews were conducted and the meeting was conducted online there were also online training programs that were conducted online. Many managers and leaders in the organization tried to keep the environment safe, secure and healthy between the organization and employees. There was a big challenge to maintain the social life in the working environment during this pandemic period and this human resource department played an important role in the pandemic period. New technologies were also introduced in front of the organization and the employees, and these technological changes also have contributed to the success and goal-oriented outcomes of the organizations. Many innovations are also there in the post covid pandemic period which helps the human resource to stay in the hard times. And this also gives new innovative technologies to the human resources department. Many employees were also transformed digitally post covid pandemic period giving new technological skills to employees so that they can give their best to achieve the goals of the organization (Jalagat and Aquino, 2022). These digital transformations also increase digital marketing and the growth of the organization. These new changes give new experiences to the organization and employees both and them to reach new outcomes and new ways toward success this post-pandemic period also introduces the modern technics in the human resources practices and old human resource technologies are changed and now new modern technologies are adopted in the human resource management. These changes made a major contribution to the development of human resources and organizations.

Human resource management is all about the employment of the employees and managing and developing them in the organization and it aims to increase the organizational strategies to ensure the achievements of the organization. Many factors of human resource management like staffing, performance management, and training and career development were also affected and are now becoming more innovative and technological. These were the changes that many human resource departments in many countries faced while the post covid pandemic period and increased the goals and outcomes of the organization with new technological adoptions (Jalagat and Aquino, 2022). After facing many challenges during the covid pandemic period post covid pandemic period brings new chances and changes in the best human resource management.

Conclusion

Human resource management has a major part in the life of the person it can also give a contribution to personal and professional. In the report, there were many aspects of human

resource management in this report which were analyzed. Human resource management is a very important tool for organizations that can play a very major role in the success of the organization it can help any organization to reach its goals and outcomes and it. And there can be many features of human resource management that are not only important for the organization but also important for the growth of the individual. In this better human resource management, some technological and digital advancements change the role of the entire human resources management. Many organizations are hiring good candidates through their active and good human resource departments and conducting many training and skill development programs. Human capital also plays a main role and gives a big contribution to the development and better performance of the organization. Employee orientation can be the main function of human resource management. And working culture can also play important role in human resource management. And this department helps any organization identify its objectives and goals and policies of the organization. And the best human resource management can be based on strategic goals and objectives and these HRM policies should be very clear and full in their approaches these human resource practices should be integrated to make effective use of the people and ensure the best returns to the organization. And these human resource policies should be designed in this way. So that they can give their contribution to the success of the organization.

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