



Developing Movements in Human Resource Management

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Abstract: *This essay's main goals are to introduce the concept of human resource management (HRM), explain how it came to be, provide some historical context, and discuss potential future growth. Many experts underlined that of all a company's resources, human resources require the greatest commitment and careful management. The HR manager's responsibilities must align with the needs of the different types of businesses. More and more resilient, adaptable, quick to adjust policies, and customer-focused businesses are becoming efficient ones. In this context, the HR specialist needs to become knowledgeable about emerging trends in employee training and development and understand how to plan, organize, manage, and oversee the human resource.*

Keywords: *International HRM, HRM movements, Human resource, Personnel administration, Talent management.*

Introduction

Nowadays, businesses still have to function under quick-paced, usually unanticipated circumstances. Businesses often cite demographic shifts, globalization, and shifting customer expectations as reasons for needing to adapt. These changes have been led by the human resource management (HRM) function, which went from a limited workers' viewpoint to a more complete HRM perspective and ultimately to one that prioritizes a planned orientation. This scientific approach to HRM has proven to be beneficial in a number of HRM sectors, including recruiting and selection, training and development, and compensation. In addition, some have opposed HRM's participation in this change, claiming that it is not advantageous to the business, among other factors. However, other people have shown how human resource management adds value. It is evident that the area of human resource management is developing, that fresh data is being generated, and that performance standards will continue to grow in complexity and diversity. Numerous factors are conspiring against the human resource management sector.

Objectives

Examining the submissions and processes of the primary HRM functions and investigating the assessment of its value-added contribution

to the efficiency of the company constitute the overall significance of this study.

What are the intended strategies for recruiting and selection processes used by the firm? Furthermore, how does it uphold corporate/business policy?

What are the opinions on the value-added contributions of hiring, selection, and practice to the effectiveness of the firm?

Methodology

The study uses a literature review methodology, starting with identifying and categorizing the material in a methodical, flawless Human Resource Management arrangement. The entirety of the secondary data included in the research came from books, journals, papers, and online sources.

Fresh Movements in International Human Resource Management

International Human Resource Management places a strong emphasis on a variety of duties and activities, including as relocation, orientation, and translation services, to help employees become acquainted with a new and varied environment outside of their home country.

Careful consideration of the candidate's and spouse's personal qualities is necessary while choosing workers.

Beyond orientation and informational training, training and development encompasses sensitivity training and practical field experiences that help managers better comprehend cultural differences. Managers must be shielded against hazards to their professional growth, issues with re-entry, and culture shock.

Performance assessments should use data from both sources of appraisals in order to weigh the advantages and disadvantages of home country and host country evaluations.

Compensation plans should be tailored to the specific needs of the region while still supporting the organization's overarching strategic goal.

Legislation mandates representation in many African nations, much as it does in European nations - Nigeria being one example. Traditionally, businesses and unions negotiate the contract on a nationwide scale. Managers and salaried staff are more likely to be unionized in Africa.

HR Managers should consider the Following Features to Ensure Success

- Utilize worker competencies to mitigate risks and take advantage of environmental possibilities.
- Use creative compensation schemes to acknowledge staff members' contributions.

Through TQM and HR contributions like training, development, counseling, etc., indulge in continual quality improvement. Make use of those with unique skills.

To provide goods during hard times, decentralize operations and rely on self-managed teams, for example. For its quick product development cycles, Motorola is well-known. It has swiftly turned concepts from its research laboratories into products.

Smoothly terminate employees while providing unions, employees, and other impacted parties with the information

Human Resource Managers Today Are Concentrating on the Followings Policies – Policies for human resources founded on equality, transparency, consensus, and trust.

Motivation: Establish an environment where individuals are eager to work with initiative, energy, and excitement; give them a sense of victory.

Relationships: Good working relationships require treating people fairly.

Change Agent: Assist employees in embracing technology advancements by answering questions.

Quality Consciousness: Success in personnel administration will be guaranteed by a dedication to quality in all facets of the field. The HR manager needs to adapt to the current trends in HR by treating employees like resources, paying them fairly, and using appropriate HR policies to align their goals with those of the company.

Literature Review

It is recognized that new hire orientation is necessary to make sure they understand and treat their company environmental culture seriously. As such, considerations of sustainable development must to be integrated into the hiring procedure. This entails keeping an eye on the firm's long-term competency requirements, educating new hires about the policies and commitments related to sustainable development, and utilizing recruitment procedures that promote the fair representation of candidates and hires with regard to gender, age, racial and ethnic backgrounds, sexual orientation, disability, and other pertinent groups. For this reason, the company's website and other research tools, which are accessible to candidates, should explicitly detail the company's environmental initiatives, and job descriptions should reflect the sustainability agenda. Lastly, the interview questions have to be designed to elaborate on possible alignment with the company's environmental objectives. Job descriptions' collective parts can be utilized to outline many environmental factors. Tasks related to health and safety and environmental reporting that include staff exposure to potentially dangerous chemicals or pollutants (and the degree of such exposure) must be included in the job description and chain of command. The job description must make mention of sustainability. The job functions should outline the main responsibilities of the role, stress its unique environmental aspects, and match candidate qualifications to required environmental skills, such as investing in training or acquiring new hires with specialized skills. These should then be clarified in terms of the company's objectives and represent the company's dedication to sustainable growth. It should also request that all resumes include proof of the prospects' past contributions to improving the triple bottom line in previous roles.

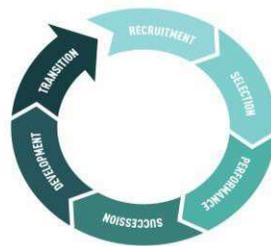
Planned Human Resource Management Contributions to Firm's Efficiency

Two of the four essential components of human resource management—recruitment/selection and training/development—are vital to the firm's strategies. According to this theory, planned training and development as well as planned recruitment and selection take place when preparation is integrated into

and in line with the businesses' strategic planning process. They emphasized that the objectives of recruiting, selection, and training and development are not limited to attracting, acquiring, and retaining the human resources required by the business to meet its predetermined goals. but might have a significant influence on employee composition, the degree to which the workforce fits the needs and culture of the company, long-term job stability, and human development. The modern business cannot deny that people are a crucial component of its resource capacity, and that hiring and selection procedures are receiving more attention than in the past. One of the most important human resource (HR) procedures that must be included into a cogent strategy is recruitment and selection.

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THE EMPLOYEE LIFE CYCLE



BLOGGING 4 JOBS

Present Movements in Recruitment & Selection Practice: A Review of Social Media and Internet-Based Recruitment

Due to the ease with which people may publish and share personal information on social networking sites like Facebook and Twitter, many US businesses are now using these platforms to screen job applications (Shea and Wesley, 2006; Witham, 2011). Employers in Nigeria are now implementing these policies. Social networking sites are used for employee screening in part because hiring managers may wish to confirm the details that candidates submit. ADP Screening and Selection Services, for instance, discovered that candidates fabricate facts on their applications, including their work history, educational background, and credentials or licenses (Leashing, 2009). Social networking sites offer various advantages over traditional HR tools, such as being free to use and being seen as trustworthy sources by users, which are further justifications for employing them for selection purposes (Jacobs, 2009). A study was carried out to investigate the connection between student views and the usage of social media as a source of recruiting (Rozelle & Landis, 2002). In contrast to informal recruiting methods, they conjectured that candidates would perceive online recruitment to provide less reliable information. Furthermore, it was anticipated that increased applicant usage of Internet-based recruiting resources would be linked to decreased organization satisfaction; nevertheless, the results refuted these assumptions, hence establishing the important function of online recruitment via this study.

Recruiting Movements in Global Firms from Discrete Viewpoints

The goal of the current assessment is to illustrate how modern recruitment practices are changing from a worldwide perspective. Therefore, it is crucial to ascertain whether cultural variations have any impact on hiring practices. A conceptual study by Ma & Allen (2009) investigated the ways in which cultural values affect the efficacy of hiring procedures in various cultural contexts. Word-of-mouth recruiting is a common practice in the current corporate climate and has a big impact on the behavioral and perceptual results of employing the appropriate candidates. Van Hoyer and Lievens (2009) examined this phenomena in a sample of prospective candidates that the Belgian Defense had selected. The goal of the current assessment is to illustrate how modern recruitment practices are changing from a worldwide perspective. Therefore, it is crucial to ascertain whether cultural variations have any impact on hiring practices. A conceptual study by Ma & Allen (2009) investigated the ways in which cultural values affect the efficacy of hiring procedures in various cultural contexts. Word-of-mouth recruiting is a common practice in the current corporate climate and has a big impact on the behavioral and perceptual results of employing the appropriate candidates. Van Hoyer and Lievens (2009) examined this phenomena in a sample of prospective candidates that the Belgian Defense had selected. It has been demonstrated that when a causal agent who has firsthand knowledge of a new hire's productivity recommends them, the new hire will start at a higher salary. Conversely, according to Antoninis (2006), using referrals from friends and family has no impact on the beginning pay and may even have a negative correlation with earnings in non-expert occupations. The literature reviews an endeavor to examine the results of previous studies conducted in the field of recruiting techniques from various, worldwide viewpoints. Additionally, we performed a poll at a few of Nigeria's top IT companies. This study's primary goal is to assess and comprehend the relevance of how different recruiting sources are now positioned by doing a SWOT analysis.

Analysis and Findings

The purpose of the investigation was to find out which sourcing channel is most frequently employed by prestigious companies to find the right applicant. The study, which involved five companies—Chevron, Agip Oil Producing Company, Shell Petroleum Development Company, Totalfina, and Nigeria Liquefied Natural Gas—showed that the most popular channels used by businesses to hire diverse workforces were job sites/portals, social media platforms like Facebook and LinkedIn, and campus recruitment. These channels account for 28%, 23%, and 22% of these companies' total recruiting, respectively. Employee recommendations (11%), consulting firms and recruiting agencies (7%), advertisements (4%), and business websites (5%), are other favored outlets. This is displayed in the table.

Sourcing Channels Average

S. No	Channels	Percentage
1	Employee referral	11
2	Campus recruitment	22
3	Advertising	4
4	Recruitment agencies/consultants	7
5	Job sites/portals	28
6	Company websites	5
7	Social media	23
	Total	100

Conclusion

The current study's findings indicate that, in order to hire applicants with a variety of skill sets, businesses prefer to use social media, job portals, and college recruiting. This technique has been cost-effective in helping the companies find the proper personnel pool. In other words, businesses have been able to obtain the most efficient resources at the lowest possible cost by utilizing channels like social media, employment sites, and college recruitment. Because they were able to fill positions with qualified candidates, this has aided in the development of businesses. Furthermore, the organizations have benefited from having access to a wide range of sources for successful employment thanks to the right channels. These channel distribution statistics make it clear that a multichannel strategy is necessary to cover the market because no one channel can effectively reach every prospect. While selecting which channels to utilize and to what extent, recruiters need to take into account both the percentage of applications and the flow of the market. Even with the high volume of applications generated by web-based job portals, not all candidates are able to access them. In summary, the channel distribution statistics provide recruiters with information on the proportion of applicants they are able to connect with through each channel as well as the proportion of candidates they are unable to connect with, indicating the need to change their source of recruitment.

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