

THE FUTURE OF HUMAN RESOURCE- A VIEW POINT

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In the era of industry 4.0 there are many disruptions are happening as a part of changing paradigms where in the lines of head hunting, talent management, recruitment, payroll etc. The key elements in human resource development are evolving as a rapid fire to the verticals. The major activities in the past and future as described below.

The human resource is vital to every industry because of his talent and innovations in the organizations are growing day by day and in the operations also there will be tremendous changes are happening. When we see the one decade and earlier in the area of recruitment there was traditional recruitment happening like pooling of resumes, calling for interview, written test, group discussions, technical rounds, hr rounds etc. But now days this is like a one-step earlier shortlisting candidates, extempore activity and final round this makes organizations to reduce the cost and time to the companies. On the other hand, Learning & development of future of human resource is going beyond the expectations due to various platforms and methods are there to train the employees. For example, MOOCS (Massive open online courses) are also a part of learning to excel their knowledge with free of cost.

The another vertical is the payroll process in the companies before it was like the step by step procedures were but now a days from the day one itself the employee benefits either monetary and non-monetary has availing. For the future the human resource will get the integration of the business where the employee itself becomes the key stakeholders to the firms. When we look in the performance measurement of the employees before they were giving to the outside firms where there should be confidential but in the future employee himself give ratings on the basis of the scale it will be approved with the next hierarchy level regarding his performance. This makes employee self-satisfactory with his own ratings and makes him satisfactory to his work.

When we look after two decades human resource presence is not required due to the automation of the industries but there is a question "Who will do automation?" the answer says that Human resource but instead of working ten people in workplace there will be requirement of three or four. In the global context also automation and outsourcing are the two elements where multinational companies are looking into.

With the conclusion, we observe that future human resource element is not a machine to get work under stress and pressures but the changes in the nature of thoughts makes the individual development which always help to the firms in an enormous way where he can move forward. There is a caution if the person is not learning at the workplace he or she may not survive in the competitive global scenario where all intellectuals will be there in the industry. There will be changes in the humans where we think and work as a robots in the matter of creative thinking.