



# Changing The Dimensions of Human Resource Management as Well as Human Resource Audit In Globalized Era

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## ABSTRACT

HRM (human resource management) is performing a very important role in the organization. At the starting of the business, the organization arranges capital to run the business as well as to manage all the operations under the organization. For the arrangement of human resources, they need skilled candidates as well as they have to give them the proper training as per the competition under the market.

As per the globalized era employees, as well as the organization, are facing many challenges because in the globalized era the people have to manage the current as well as future plans and they should implement as per the requirement. The global era is focusing on changing the whole dimension of human resource management as well as HR audit to get the proper output as per the use of the new technology and they train the people to increase the capability of the employee for performing quality work at the time.

The main reason for HR audit is to give proper deep knowledge about the procedure and all the members of hiring in the department and train them as per requirement and follow the procedure of latest technology so that the HR audit team easily finds out the basic requirements and to improve the procedure accordingly. They follow that plan as per the globalized environment to achieve the objectives of the organization. So that HR audits effectively impact the growth of the organization. In the 21st century, most organizations face many challenges that are also managed by hiring a good candidate to compete with the environment or new based technology and analyze the real requirement of the organization. This all is done by only HR audit procedure and globalized era are implementing the work style of the organization so that the people are aware about the new technology and they are mentally and physically train to improve the efficiency of the organization.

**KEYWORDS:** Human Resource Management, Globalization, HR Audit, Organizational Effectiveness, HR Functions, Policies.

## 1.INTRODUCTION

Human resource management in that the HR department is focusing to hire the employees as per the recently required in their organization but as per the globalization they need the well-qualified employee to sustain in the market. They have that kind of quality in

that they should learn very easily at any time. For the organization, the employee is one kind of asset for the company because when an organization spends money on that then it is definitely profitable for the organization. The HR audit is knowing the exact gap between the current and future scenario and they make

the plan on how to overcome that gap and properly focus on work in the global environment but as per the HR audit, the whole procedure of HRM is managed properly. In the globalized era, much more technology come so the HRM is working as per the technology and they are focused to improve the performance as per the requirement. HR audit in all the countries focuses to get a surplus by focusing on the proper following of policies and procedures as well give them a proper idea of further benefits plans for the company.

Human Resource Management as "planning, organizing, directing, controlling of procurement, development, compensation, integration, maintenance, and separation of human resources to the end that individual, organizational and social objectives are achieved." [1]

The HR Audit is the process of evaluating the performance of Human Resource Department and its activities undertaken, and the policies followed towards the accomplishment of organizational goals.

Globalization is the spread of products, technology, information, and jobs across national borders and cultures. In economic terms, it describes an interdependence of nations around the globe fostered through free trade.

## OBJECTIVES

The predominant invoice processing systems are either entirely manual or they follow a rigid single template system. Whether an individual is a buyer or a seller, this leads to a lot of inefficiencies and high costs.

This project aims to address some of the problems in current systems by greatly minimizing the human intervention in the process and thus reducing costs and errors. The aim is to ease the task of both the buyer and the seller

## 2. RELATED WORK

A review of literature is carried out on how the HR audit in recruitment and selection procedure affects the organization's performance. The main goal of review of literature which kind of methodology, tools, the procedure to use to increase the organization efficiency so as the HR audit are effectively useful to the growth of the organization.

The review of literature in that internal auditors are auditing the whole procedure quarterly, half-yearly or yearly the whole database, new requirement, and the old employee are promoted as a senior. These all the things come under the main part of the HR audit.

To conduct a Human Resource Audit in the organization to know-how would help in work management and reduce the stress of the employee by the globalized era.

O'Meara & Petzall (2009) found that questionnaire respondents confirmed that job analysis for the particular role including competence knowledge and experience, was undertaken by the HR executives. It is important to consider the fit between a successful candidate and the organization as per the globalized era.

## 3.RATIONALE OF THE STUDY

Employees are the assets of the organization and all the employees are working together to achieve particular objectives so that they have to follow policies and procedures. Human resource management and human resource audit are as per the globalized era focused on new technology and training the employee as per need. So that the need for changes is required to balance the old and current situation for facing the future challenges and accept all the changes that would be beneficial to the organization. Because the competition and population are directly proportional to each other and it is increasing day by day and to stand in the competition is the power to fight for the win and to survive. As per the globalized era HR audit process are very effective thing that will help to comparing the current and expected performance so to improvement according to their result.

## 4.RESEARCH METHODOLOGY

Use either SI (MKS) or CGS as primary units. (SI units are strongly encouraged.) English units may be used as secondary units (in parentheses). This applies to papers in data storage. For example, write "15 Gb/cm<sup>2</sup> (100 Gb/in<sup>2</sup>).". An exception is when English units are used as identifiers in trade, such as "3½ in disk drive." Avoid combining SI and CGS units, such as current in amperes

and magnetic field in oersteds. This often leads to confusion because equations do not balance dimensionally. If you must use mixed units, clearly state the units for each quantity in an equation.

The SI unit for magnetic field strength H is A/m. However, if you wish to use units of T, either refer to magnetic flux density B or magnetic field strength symbolized as  $\mu_0H$ . Use the center dot to separate compound units, e.g., "A·m<sup>2</sup>."

#### A. Sources of data

- i. Primary data: This is collected through a self-structured questionnaire, interviews.
- ii. Secondary data: From Website, generals, magazine.

The research study is qualitative. The questionnaire is designed to collect the data from person of various companies.

#### B. Sampling plan

- i. Sample Unit: All employees belong to the HR department of Infocepts IT Company.
- ii. Sample Size: 20 employees.

## 5. HOW THE GLOBALIZED ERA CHANGE THE DIMENSION OF HUMAN RESOURCE MANAGEMENT AS WELL AS HR AUDIT PROCEDURE?

We already discussed in the introduction that changing the dimension of HRM and HR audit is affected in the organization, because day by day many more opportunities, as well as people, get the chances for growth. All over the world as per the globalized era organizations are focusing on the growth of their nation and the skilled people to hire in the organization. The countries by the working talent of the citizens are growing very fast and take any challenges to prove them. To build a good nation needs good people so they help to grow the country.

Cultural and different skills are the main matter in any company because all the companies have different types of employees working in one place and they have a diverse language and skill that would be managed by it. In different countries as per the globalized work, they hire the employee as per their demand and they train their old employee as per the global requirement of the work and that diverse between old and new are

managed and that gap between employee identifies and fulfill the requirement but also develop a global mindset among their employees.

An HR audit is a type of functional audit. The important approach of HR audit is to diagnose, analyze, implement and make the final output of action within the framework of HRM and by the globalized era, it may have affected the whole procedure of HR audit. The following are the important factors of the globalized era in HR audit.

- i. To identify the problem and that will solve by proper planning as well as management of the pros n cons.
- ii. Contain human resources very actively by finding failure and giving suggestions for success.
- iii. Develop workforce skills that take time to grow.
- iv. Optimize the use of human resources.

The aim of an audit in any department is to identify the gap between the current and expected situation to achieve the expected output. In HR audit, the main function is to finalize the weaknesses and to work on them to make the strength of the organization. The purpose of the HR Audit is to conduct a more in-depth analysis of the HR function to identify areas of strength and weakness and where improvements may be needed [2].

## 6. HR AUDIT AFFECTED BY GLOBALIZED ERA

- The globalized era is affecting the HR audit on the part of HR i.e., recruitment, training and development, policies, and procedure.
- The HR audit systems and procedures are aligned with the HRM systems and procedures to promote competence, confidence, and performance. This includes job design, HR planning, performance management systems, selection, and staffing.
- The HR audit procedure mainly connects with HRM and the procedure of recruitment, the confidence of the candidate, behavior, planning with the candidates all are affected by the globalized era.
- Organizations provide every employee equal right as well as benefits so that employee satisfaction is also mandatory to all organizations to achieve the objectives.

- As per the globalized era, the employee gives and takes proper services if the next employee is not able to understand things, they give them proper information for equal growth of the organization. Staff satisfaction and support both are important in the organization's growth.
- In the organization, employees are treated equally so that the hiring authority provide proper suggestions to their query and support them [3].

## **7.CHALLENGES OF GLOBALIZED ERA IN HRM AND HR AUDIT**

By the globalized era, an increasing population has created a huge challenge for HRM to identify the right candidate for a particular post even after scrutinizing a huge number of job applications. And the gap between that plan and the actual objectives of an HR audit is also widened due to wrong hirings, insufficient training, and a fast-paced environment.

### *A. Shortage of Talent in Developed Countries*

It has been observed that many developed countries face a shortage of talent due to an increase in population which further affects the pay scales and people tend to move to highly developed countries on a lower profile with higher pay scales.

### *B. Availability of Low-Cost Labor from Emerging Countries*

The emerging countries are facing high challenges in retaining the workers as the demand for low-cost labor from these emerging countries in developed countries has significantly increased a lot.

### *C. Technological Progress*

In the countries now developed by the updated technologies, people are aware of the latest technology all over the world by internet. And in globalization people are facing many challenges to achieve the objectives of the organization in that they are using a network connection, software, and many more things to connect globally. The organization plans to achieve the objective to implement that plan [4].

### *D. Challenges in Recruitment and Selection*

The recruitment and selection in that the main thing is to analyze the requirement by hiring the exact eligible candidate. In many countries, employers face many

challenges in hiring capable candidates because as per the global for one post many candidates are available and they all have the same education because of increasing the quantity of population.

### *E. Challenges in Training and Development*

Every organization has several employees working to achieve a particular objective. But to tackle the globalized era, companies have to follow the proper schedule of training and development to the existing as well as a new employee like behavioral, technical and many more training to them. So that the company achieve the objectives on a proper schedule of their decided

### *F. Challenges of Policies and Development*

Identifying the current and expected scenarios so that they make a proper balance between them and to implement the procedure of good work and manage all the policies and procedures to get the exact output of time.

### *G.Challenges of Compliance Department*

The employees are hired as per the company's need and they perform to get proper output by giving their 100% so that the organization will provide a good salary as per their talent and requirement.

### *H. Contents of Globalization Would Be Helping the Growth of The Organization*

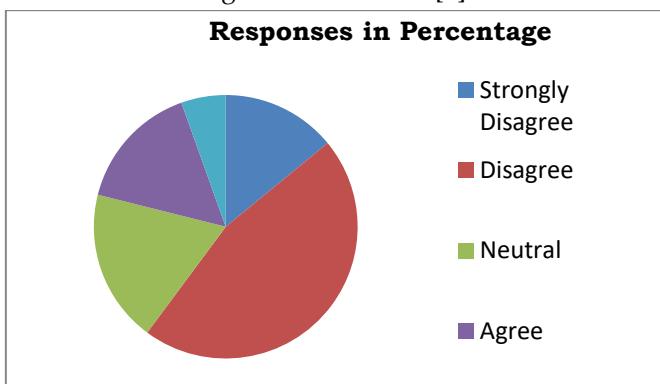
- Recruitment Procedures, Advertising and Selection Criteria
- Appointments and the Appointment Process
- Job Classification and Grading and Job Assignments
- Remuneration, Employment Benefits
- The Working Environment and Facilities
- Training and Development
- Work Performance Evaluation Systems
- Disciplinary Policies and Procedures

## **8.DATA ANALYSIS AND INTERPRETATION**

- Does the organization mostly face the challenges of HR audits and HRM in a globalized era that are affecting the growth of the organization?*

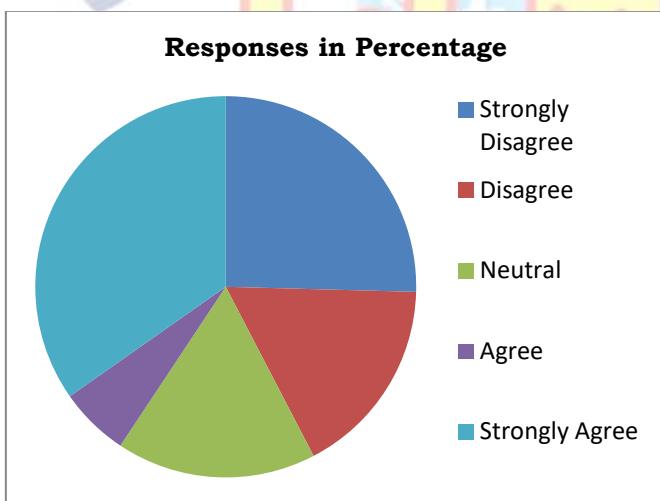
When it is asked to the employee for an HR audit, then the majority of 33% strongly disagree, 24% neutral, 18% strongly disagree and 20%, 7%

agree, strongly agree respectively. The coloring square box represents the opinion of respondents that are asking for an HR audit [6].



- ii. *Old procedures change after the HR audit so that the importance of HR audit in the organization continues as per globalized era?*

When it is asked to the employee for the above question, the majority of 41% strongly agree and 30% strongly disagree respectively while 20% disagree and neutral and 7% agree. The coloring square box represents the opinion of respondents that are asking for an HR audit.



## 9.FUTURE SCOPE AND CONCLUSION

As per the growth of the countries, everything will be globalized. All over the world people are aware of the new technology but because of the growth of the population, the organization is facing many kinds of challenges to hiring new employees. The current staff of the organization they are having limited knowledge day by day updated technology are available in the market and face that was also one kind of challenge to the organization [7].

Most countries need employees at a minimum cost so that the employees are not ready to work on that

amount, the policies of the organization that also hampered the employee. By that, all the organizational management is disturbed, and in the HR audit that the gap between current and future aspects is clearly shown in the figure of study.

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