Choice of Innovative HR Practices are Leading Organizations to a Successful Business

Prof. Seema Saxena

Affiliated to Visveswaraya technological university, Belagavi

Karnataka

sseema214@gmail.com

8747079669(M)

Research Guide **Dr SurekhaInvalli**

ABSTRACT

Finest practices are a set of Human Resources Management processes and behaviour that work universally. This means that HR should focus on both the needs of the business and its employees. Some of the best HR practicesinclude Strategic Management, Workforce Planning and Employment (recruitment and selection), Human Resource Development (training & development), Total Rewards (compensation & benefits), Policy Formulation, Employee and Labour Relations, Risk Management, Employment Contracts, India does not mandate a written employment contract, Termination of employment, Maternity and paternity leave, Prevention of sexual harassment in the workplace, Public holidays and work weeks, Restrictive clauses in employment contracts, Gratuity and Provident Fund. This paper focuses on the success stories of multiple organizations as a live example for applying contemporary HR practices and now very successful businesses globally.The innovation lies among many things for example recruiters and hiring managers no longer need to manually select job boards (or social media platforms) and post job adverts. It also significantly increases the recruiter's reach.

Keywords: Policy Formulation, compensation, Termination, Restrictive clauses, Gratuity, Provident Fund, job boards.

1.1 Introduction

In the fast moving world organizations are forced to rethink on their policies and practices in terms of managing people moving away from power and leadership, but rather encouraging participation,communication,empowering and improving employee relations. Most of the intellects have argued that human capital is the key element for organizations sustainability and the competitive advantages. Organizations are undergoing tight pressure of global competitors, with

respect to time management, cost, customers demand, quality, value and processes. A strategic approach for scientific management is required for organizations better link between their HR practices and strategies.HR innovation is the execution of new ideas, methods, and technologies to better meet the ever-evolving wants of the organization and its workforce. It's about anticipating future needs and circumstances rather than simply finding aanswer to a changing near situation.

1.2 Statement of the problem

Innovation has led to successful businesses across globe. This paper aims to highlight and focus on the result oriented performances as a basis of claim for adopting of innovative HR practices for better results in terms of many successful organizations. It is clear that organizations has to inculcate innovative practices in the contemporary context of competitive era in order to come out in flying colours on one hand and on the other hand to be competitive in the market as well.

1.3 Scope of HR innovative practices in organizations

The scope of HR innovative practices in organizations is very wide. This is bothered with manpower planning, recruitment, selection, placement, transfer, promotion, training and development, layoff and retrenchment, remuneration, incentives, productivity etc. People must be supported by the organization to nurture success. Scope of HR innovative practices in organizations has three main components-a statement of mission or vision of the company, a statement of the core values that shape the acts and conduct of the employees, and a declaration of the goals and objectives. Mission must be feasible and attainable.

1.4HR innovative practices

Recruiting innovations:One of the most essential processes in any organization is the selection of a right person for a right job i.e., recruitment and suitability.

1.4.1 Job adverts

When it comes to HR innovation, job ads are probably not the first thing that comes to mind. Augmented writing technology now makes it possible to predict whether jobs advert.

1.4.2 Sourcing

Recruiters can specify exactly what characteristics, skills, and demographics they are looking for in a candidate. The software makes sure that the job ad is shown to the right people, on the right platform, and at the right time. The innovation lies among other things in the fact that recruiters and hiring managers no longer need to manually select job boards.

1.4.3 Chat bots

Chatbot is nothing more than a piece of software sometimes powered by artificial intelligence it can take care of numerous tasks. Think of sourcing, screening and scheduling candidates for instance. Many chatbot also have natural language processing (NLP) capabilities so that they can 'understand' human language.

1.4.4 Pre selection

Preselection expertise enables organization to hire selectively and bring individuals on board who add worth. As such, selective hiring is a Human Resource best practice that can augment a company's profit. Pre-employment review software has come a long way. No more need to physically go through CVs to make an initial selection.

1.4.5 On boarding

On boarding could be considered as a part of recruitment. But since a candidate needs to be hired in order to be on boarded, we'll treat it as a separate example of HR innovation. On boarding is something that's all too often being overlooked (and so is in boarding by the way). Worse even, the lack of a good on boarding process is one of the top reasons new hires leave prematurely. There is HR technology that manages the entire on boarding process. Some solutions even take over as soon as a candidate has signed his or her contract. Hence making sure your fresh recruits don't feel like they've fallen off the radar. An on boarding app can organize virtually everything related to the arrival of a new employee. From the (tedious) paperwork to the introduction of colleagues and company policies.

1.4.6 Learning and development

One morevicinity where we see a lot of HR innovation is that of employee learning and development (L&D). Organizations are now in a position to offer their workforce on-demand, real-time learning. An L&D program that's customized to the preference of each individual employee. This means that workforce can access the L&D content on any kind of device and learn about things that are in line with their individuallivelihoodgoals. In an era with an increasingly diverse and mobile workforce, this is avital development in organizations wanting to attract and retain the top talent.

1.4.7 Talent management

When we talk about talent management and HR innovation, one of the first things that come to mind is the talent management dashboard (TMD).A talent management dashboard gives recruiters and hiring managers a comprehensive overview of their talent pool. This enables them to converse with

and foster their talent in order to map for the expectations. A Talent administrationcontrol panel has 5 main functions:

a. Reporting

b. Performance management

c. Engagement with talent

d. L&D

e. Talent pipeline

1.4.8 Performance management

The manager that hardly knows what the employee in front them does on a day-to-day basis (even though this phenomenon still exists in too many organizations). Fortunately, there are a lot of companies that understand the importance of performance management and feedback done differently. With real-time, 360 degree feedback for example. Today's performance management technology enables organizations to let their employees and managers give and receive continuous feedback. The software tracks people's progress and gives valuable insights into their progress. This helps managers to support their employees when necessary. It also creates a culture of coaching between peers.

1.4.9 Award recognition for HR efforts and practice

a. Gift of Gratitude

b. Sing those Happy Birthdays

c. Meet, Greet and Eat

d. Recognition delayed is recognition denied

e. Peer to peer recognition

f. Promoting wellness at the workplace

g. Feature your employees in a short film

h. Gift of acceptance

i. Recognizing the Creative minds with creativity

j. The classic wall of fame moment

k. Primo Parking

l. Recognise Punctuality

m. Outdoor meetings

n. Encourage professional growth

o.   Celebrate work anniversaries

p.   Chase your Hobby

q.   Social Recognition

r.   Welcome suggestions

s.   Spend-time-with-the-CEO days

t.   Gamify your rewards and recognition program

u.   The magic of Gift Cards

v.   Performance-based awards

w.   Acknowledge non-workplace achievements

1.4.10 Emphasizing company transparency (Fair evaluation system)

Expand an assessment system that obviouslyassociatespersonalitypresentation to company goal and priority. Each worker should have distinctconductrelations. Self-rating should be a part of the assessment process as it empowers employees. Appraisal becomes fairer if it is based on achievement of the staffs, track over the year. For higher detachment, in addition the immediate boss, each employee should be evaluating by the next higher level (often called a reviewer). Cross-functional opinion, if obtained by the immediate boss from another manager (for whom this employee's vocation is also important), will add to the fairness of the system.

1.4.11 Safe, healthy and happy workplace

Create a safe, healthy and happy workplace guarantee that employees feel at home and stay with the association for a very long time. Incarcerate their thoughts through recurrentinvestigation.

1.4.12 Open book management style

Involvement of the information about contracts, sales, new clients, supervision objectives, company policies, employee personal data, etc. ensure that the labour force is as passionate about the business as the alliance. It helps in making people concerned in your planneddecision, thus align them to your commerce objectives. Be as open as you can. Employee self-service portal, manager on-line etc. are some tools available today to practice this style.

1.4.13 Performance linked bonuses

Awarding bonuses or including aunpredictableconstituent in reimbursement can be both an incentive and a disenchantment based on how it is administer and communicate. Bonuses must be intended in such a way that employees understand that there is no lay out unless the corporation hits a certain

level of prosperity. Additional criterion could be the team's triumph and the individual'sact. It is good for employee withholding also.

1.4.14 360 Degree performance management feedback system

This system, which solicitsresponse from seniors (including the boss), peers, and subordinates, has been increasingly embraced as the best available method for collecting concertcriticism. Every person in the team is responsible for giving relevant, positive and constructive feedback.

1.4.15 Other HR Practices

a. Community outreach programs for staff

b. Emphasis on quality and diversity within the workplace

c. Employee incentives, including onsite perks and rewards

d. Global or commercial impact of HR practice on the wider organization

e. employee engagement

f. Recruitment efforts and regular evaluations

g. Knowledge sharing

h. Highlight performers

i. Open house discussions and feedback mechanism

j. Rewards

k. Delight employees with the unexpected

1.5 Workplace Rage among knowledge workers

1.5.1 Techno arrogance: Knowledge workers are more skilled and informed they gets upset easily if they find other not up to their level or talented in the organizations.

1.5.2 Supremacy: Knowledge workers find it difficult to work under someone who is not equally capable as they are in the organization.

1.5.3 Bullies; Employee distress is common because of superior's usage of words and sentences which are derogatory, commanding or insulting in nature.

1.5.4 Insecure job climate: layoff, transfers, change of job roles too creates a distress among employees in the organizations.

1.5.5 Workplace inactivity: when co-workers don't have any respect for other co workers in the organization due to security devices, harmonious work environments, conflicts, work overloads value clashes etc.

1.6 Review of literature

1.6.1 HRM practices are the actual HR programs, processes and techniques that actually get implemented in the organisation or business unit (Gerhart et al., 2000; Huselid and Becker, 2000).

1.6.2 Innovative organisations continuously seek to manage their HR effectively to create and market new products and services (Gupta and Singhal, 1993). The human capital (resource) and the rate ofinnovation areinterdependent and complimentary to each other (GII, 2010).

1.6.3 Organisational innovation is concerned with deliberately designing and (1995), and Gooderham et al. (1999) suggest that the innovative capacity or capacity to adopt innovative practices in an organisation is determined by the HRM practices of the organisation.

1.6.4 According to Maital and Seshadri (2013), it should drive behaviour throughout the organisation, for example: from R & D to the assembly line, through the customer service centre and down to the warehouse and etc. Their views really increase the scope and depth of HRM practices on organisational innovation.

1.6.5 Chen and Huang (2009) indicate work. They also stated that these are the key inputs in the value creation process of the organisations.

1.6.6 Carda et al. (2014) reveals that there is a positive relationship between HRM practices and innovation in both the processes and the products. Particularly, certain HRM practices such as autonomy, participation, training, career plans and organized recruitment processes are strongly linked to creativity and innovation.

1.6.7 Jimenez and Vales (2008) survey on 173 Spanish organizations concludes that HRM practices (flexible job design and empowerment, team working, long-term and skill-oriented staffing, extensive-and long-term oriented training, broad career opportunities, behaviour-based appraisal and organic compensation system) enhances organisational innovation.

1.7 Organizations Pilot survey

Research Methodology adopted here is descriptive study with the help of the   secondary sources of information's.

1.7.1 FedEx Corporation holds a track record of success, from delivery to customer service. In the early 1970s, the company developed a viewpoint that still stands strong today – People-Service-Profit. The initial belief is that outstanding care of employees breedexceptionalfacility. To pathway employee relations, FedEx offers an annual survey and opinion action program. Employees provide

importantcomment and management meets to discuss results. The program allows problem assessment and pledged opportunities. FedEx Corporation provides an efficient way to address problems in order to keep the commune balanced.

1.7.2 Earning a Glass door Employee's Choice Award as One of the Best Places to Work in 2015, **Eastman Chemical Company** values the effort and voice of its employees. The company is now entering their seventh year of operation and attributes theirin progress success with the value they have for their employees. The company believe that when their people love their work and enjoy working with one another, extraordinary things happen. The award received by Eastman Chemical was based on their employee rate of contentment with the company, as well as essential workplace factors. These factors include compensation, benefits, advancement opportunity, work-life balance, career culture, and access to senior management.

1.7.3 Marks & Spencer is one of the best-loved retail brands, but they didn't reach the top through promotion efforts. It was their HR strategies. Employee engagement puts Marks & Spencer at the top of the rung of the business success ladder. According to annual staff surveys, prioritized communication builds the backbone of the success model at Marks & Spencer. The company has a strong reputation in employee relations, winning awards and honors for how employees are treat up and down the supply chain. At Marks & Spencer there is no such thing as too much communication. From customary conference calls to management to daily huddles among staff. Communication is key to the success of Marks & Spencer.

1.7.4 The **Rolls-Royce company** is long tantamount with quality training and apprenticeships. Over 30 percent of the Rolls-Royce's senior manager started at trainee-level with the company. The business model and value chain is incredibly innovative. Rolls-Royce showcasesconversion and evolution. The company understand that in order to maintain their level of success, training is essential. Over 180 apprentices, with 80 percent aged sixteen to eighteen, are added each year across twelve UK sites. Most of the apprentice remain and work for the company for the life of their career.

1.7.5 Ford is the car manufacturer that broke ideals when it came to hiring practice and leadership. Henry Ford is recognized as one of the best leaders the world has ever seen. His philosophy and beliefs trickled into the HR department at Ford. Today the company is renowned for its HR innovation through a highly disciplined culture, exceptional training opportunity, and strong and consistent processes. When it comes to human resource practice, the company focuses on implementing healthy communication through the removal of emotion and reliance on data. HR

believes data and discipline should come first, before emotion. When the process is adhered to, a healthy work environment succeeds. Ford has consistently been named a leader in HR practice by individualsadministration.

1.8Conclusion

HR practices are truly structured, reactive and well defined thereby minimizing the role of HR in the organization. Organizations that follow the HR inventory practices in their organization will have a steadfast culture which promotes mutuality of the interest between the employer and the employee mutually. HR practices are innovative in turn provides flexibility, proactiveness and are strategically liable too.HR practices has to be linked with the HR strategies or else it wouldn't be effective at all.

1.9 Suggestions

a. Individual work values are most effective here in regulating HR innovative practices in the organizations.

b. Understanding of the knowledge workers in the organizations is must before implementing HR innovative practices

c. HR practices must be flexible in nature

d. Practically possible HR innovative practices must be adopted in the organizations

e. Importance of adopting of HR innovative practices must be explained to the employees with crystal clear line of apprehensions clarity by the employer to the employees.

References

1. https://www.digitalhrtech.com › human-resource-best-practices

2. https://smallbusiness.chron.com ›Human Resource Information Systems

3. https://kissflow.com › hr-process › hr-best-practices

4. https://shodhganga.inflibnet.ac.in › bit stream

5. https://www.sumhr.com › HR Policies & Best Practices

6. https://www.process.st › hr-best-practices

7. https://www.process.st › hr-best-practices

8. https://www.accolo.com › blog › 13-examples-of-extreme-hr-practices

9. https://growhr.co.nz › human-resource-management › hr-policies-and-practices.