

INNOVATIVE HR PRACTICES: A ROAD-MAP FOR SUCCESS OF AN ORGANIZATION

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ABSTRACT

In today's global marketplace, a constant injection of new ideas keeps a company progressive and gives them an edge in the marketplace. It is only the innovations that provide company opportunities to gain competitive advantage over its competitors. As globalization advances and we move into the information age, organizations need to adapt to the changes in technology and the changing issues in management of people so successful innovation must be a ready weapon in every Company's arsenal. In order to survive the competition and be in the race, HR department should consciously update itself with the transformation in HR and be aware of the HR issues cropping up. This article focuses on innovative HR practices that can use as building blocks of the HR Departments to ensure sustainable growth by attracting and retaining the people in the organization. Hence the corporate have started formulating and adapting innovative HR strategies in the areas such as attracting and accessing the talented, developing and growing the potential, engaging and aligning the best, transition, etc. In this paper, the authors have discussed some of the key HR functions were and how innovative strategies need to be developed for ensuring the organizational excellence.

KEYWORDS: Competitive Advantage, HR Out-Sourcing, Loyalty, Interview, Intellectual Capital, Re-Engineering.

INTRODUCTION

Innovative HR is quite simple! Innovative HR takes strategic and key practices and adjusts them to incorporate with an organization's business system and culture. The most effective HR advancement originates from working with business pioneers to build up the "next practices" that give an organization an upper hand and capacity to thrive in the new universe of business. HR's part is to adjust HR techniques

and practices to enable the organization to prevail later on. HR development originates from working with business pioneers to make hones that give the organization a competitive advantage in the marketplace.

At one extreme is a "high involvement" system that incorporates innovative practices across all seven areas of HR management which include- *flexible job design, ongoing training in skills and*

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problem solving, work teams, information sharing, elaborate pay for performance plans, employment security guarantees, and extensive employee screening.

At the other extreme is the traditional system with no innovative HR practices. In between are a "communications system" of information sharing and a "high teamwork" system. In general, they found that the more innovative the system, the higher the gain in productivity relative to a traditional HR management system.

FLEXIBLE JOB DESIGN

In a world of high unemployment, it is still a challenge to hire the right person. Initial searches produced adequately qualified candidates but none with the right commercial experience and background. That was until we started working with a local company who has taken a far more creative and innovative approach to work design.

We started by looking at the job's requirements: could we work flexibly to accommodate a flexible working candidate. What hours were essential, did we require attendance every day, what travel would be required and what flexibility in working pattern did we need. We need to realise early on that with the rights tools and technology in place the shift from a traditional working pattern really wasn't that difficult. With innovation and flexibility, we can access some fantastic candidates. Before you recruit, think flexible working.

Follow steps ensure successful flexible working arrangements:

DEVELOP AN ACCURATE JOB DESCRIPTION

The job description should identify the elements of the job affecting the number of days, hours and format of the flexible pattern.

The work schedule may determine when attendance is required, e.g. daily or monthly.

DEFINE THE FLEXIBLE FORMAT

Flexible formats offer flexibility to the employee and reduce costs to the employer. From the classic 'part-time week' to reduced daily hours (that works with most types of the job) or a nine-day fortnight, there is a choice of formats that will suit.

ESTIMATE THE VOLUME OF WORK

Estimate how many hours a week or month is needed for the flexible role. Discuss it with the candidates during the interviews. Many people have some flexibility in the hours and days they can work.

MAKE SURE IT WORKS FOR THE TEAM

Consider how will the flexible arrangements for one employee affect the productivity of the rest of the team? Discuss the flexible format and the reasons behind it with the team in advance.

DON'T FORGET TO RECRUIT THE RIGHT PERSON FOR THE JOB

Competency, experience and personality are more important than the hours the candidate can do.

CHOOSE A CANDIDATE THAT REALLY WANTS FLEXIBLE WORK

Make sure the candidate wants flexible working for the right reasons and that for instance, they are not just taking a part-time role whilst searching for full-time employment.

TAKE ADVANTAGE OF THE TALENT AVAILABLE TO YOU

The traditional characteristics of a career-progression and salary growth-may diminish

slightly as the importance of hours worked and a convenient location become more important.

PREPARE FOR THE INTERVIEW

A good interview will identify a candidate's desire for the role and the strength of their capabilities, making questions about age, children and childcare unnecessary.

TRAINING SKILLS

Skills and knowledge are the driving forces of economic growth and social development of any country. They have become even more important given the increasing pace of globalization and technological changes provide both challenges that are taking place in the world. Countries with higher and better levels of skills adjust more effectively to the challenges and opportunities of globalization.

As India moves progressively towards becoming a 'Knowledge economy' it becomes increasingly important that the Eleventh Plan should focus on the advancement of skills and these skills has to be relevant to the emerging economic environment. In the old economy, skill development largely meant the development of shop floor or manual skills. Even in this area, there are major deficiencies in our workforce which need to be rectified. In new or knowledge economy the skill sets can range from professional, conceptual, managerial, operational behavioural to interpersonal skills and inter-domain skills. In the 21st century as science progresses towards a better understanding of the minuscule, that is, genes, nano-particles, bits and bytes and neurons, knowledge domains and skill domains also multiply and become more and more complex.

WORK TEAMS

The performance and happiness potential of a healthy team is limitless. Even when a task appears impossible to complete, a healthy team

will collaboratively and enthusiastically complete the task above expectations. A dysfunctional team will not. With people carrying heavier workloads and greater pressure to multi-task, can you afford to be on dysfunctional team that does not get the job done or sacrifices high-quality deliverables and respect for team members?

The following questions will help you realize if your teams are reaching their performance and happiness potential:

1. Does our team have defined expectations and roles?
2. Do we hold team members accountable for rewards and consequences?
3. Do we value different personalities, work styles and opinions?
4. Are we able to set boundaries to ask questions and resolve conflicts?
5. When something goes wrong, do we look to blame or seek solutions?
6. Do we empower or control our team members with decision making and problem-solving?

While it is easier to get along with people who are similar to you, teams with different members are most effective because more talents and skills are utilized. In addition, a variety of viewpoints are covered. If you want to eliminate the "us versus them" negative attitude, make the time to get your team members on the same page. It's time to get healthy! Help your teams reach their performance and happiness potential.

INFORMATION SHARING

Information sharing is one of those rare technology terms that actually sound like what they mean. Information sharing is the process of exchanging data among various computer networks, usually operated by separate organizations. Sounds like what happened

when the first computer network was invented decades ago. But the phrase has evolved to a broader, more complex and, at times, cultural meaning. While the idea of information sharing has been around for years. Information sharing moved to the top of the management agenda for many agencies after Sept. 11, 2001.

THE LATEST ON INFORMATION SHARING

Despite the terrorist attacks and the 9/11 commission's tongue-lashing of intelligence and law enforcement agencies for failing to share information, many federal agencies have yet to fully break through decades-old walls to exchange data.

ELABORATE PAY PERFORMANCE

In America, pay inconstancy has been expanding for a few years. "The normal boost in salary in an organization presumably hasn't changed in 20 years," figures Mark Huselid, teacher of HR administration at Rutgers, the state college of New Jersey. "In any case, the fluctuation has." Variable pay is currently progressing in different nations as well and covering a significantly more extensive scope of specialists than previously. "We are stretching out factor pay to an ever increasing number of capacities, and offering particular prizes for focused accomplishments," says Eckart Reimers, head of human relations at IBM in Stuttgart. "German directors locate this abnormal-in spite of the fact that it is less surprising than it was."

The main reason is often the need to hold down costs. "It's interesting that variable pay has spread in Europe when swelling is at its most reduced level for a long time," says Brian Dive, accountable for compensation at Unilever. "It bodes well on the grounds that if your outcomes aren't great or your kin don't perform, you don't need to pay them." And to

be sure, a standout amongst the most valuable impacts of variable pay is to pass a portion of the dangers of maintaining a business to the employees. In the event that benefits fall, so will benefit connected rewards. In any case, that isn't the main purpose behind the spread of adaptability. It likewise reflects are cognizance by numerous businesses that they depend like never before on a moderately little gathering of incredible individuals; and that they have to endeavor continually to build the profitability of every one of their specialists.

EMPLOYEE SECURITY GUARANTEES

Employee turnover at times causes serious money related misfortunes other than the loss of business and additionally business opportunity. To safeguard employer interests, it might be significant to enjoy restricting the employees for disheartening them from much of the time evolving work. Utilize our Security Bonds with Surety and remain safe from sudden employee development. These records likewise enable you to secure your situation against poaching of the ability by competition. Provisions of surety should be exhaustive yet basic. Confound formulae prompt misconception. We have given every one of the choices in various records. Pick the one that suits best in your concurrence with the employee; Who will utilize these records? Any individual or company employing or wants to utilize people and looks to ensure unapproved and surprising employee turnover.

APPLICATION AND FEATURES

- Job Description
- Place of work
- Amount of surety
- Period of validity of bond
- Person as surety
- Consent of employee
- Reasonability of the bond

- Governing law

EXTENSIVE EMPLOYEE SCREENING

Best practice corporate governance extends in many directions. Ensuring that employees are professionally screened not only adds to robust anti-bribery processes but ensures that regulatory regimes are fully complied with. The evidence-based assurance that candidates' details are accurate and to mitigate risks from potential "bad apples" in the areas of specialization is required. A fast-growing specialist provider of professional screening services is very much essential. The basic aim is to ensure that organization can make the best possible candidate selections.

CONCLUSION

In this era of cut-throat competition, a constant injection of new ideas keeps a company progressive and gives them an edge in the marketplace, especially in today's global marketplace. It is only the innovations that provide company opportunities to gain competitive advantage over its competitors. As globalization advances and we move into the information age, organizations need to adapt to the changes in technology and the changing issues in management of people so successful innovation must be a ready weapon in every Company's arsenal. In order to survive the competition and be in the race, HR department should consciously update itself with the transformation in HR and be aware of the HR issues cropping up. This article focuses on innovative HR practices that can be used as building blocks of the HR Departments to ensure sustainable growth by attracting and retaining the people

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