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Trends in Human Resource and Its Possible Impacts on Enterprises

ABSTRACT

Human resource trends and its impacts on enterprises is the core aim behind the preparation of the research paper. The study covers detailed information regarding the impacts and changes that have arose in human resource sector. It shows conventional and modern modes of human resource management along with its growing trends. Human resource is the set of variety of people in an organisation that works towards the achievement of its goals of maximising profits and satisfied personnel. The aim of HRM is to make best use of employees for organization and its betterment. Some of the recent trends of sector are; repurposing human capital regularly, using technology to recruit, mental health support of personnel, reinventing talent of its personnel etc. The study also covers comparison between conventional human resource methods and recent trends. At the end paper, the reader would be able to recognise variety of human resource trends that exist.

Keywords:- Human Resource, Trends, Conventional, Organization, Recruitment, Digital, Employees, Mental health, Infrastructure, Leadership.

INTRODUCTION

Human capital and its importance are growing tenfold in today's time as the satisfaction of workers/employees is the core aim for all the organizations. Human Resource means the personnel of business or organizations that are considered as significant assets in terms of skills and abilities to take organizations at deserving heights and making it a success. Generally, a business organization is compiled of Physical capital resources, organizational capital resources and Human capital resources. Physical capital resources involve infrastructure, geographic location and availability of raw material. Organizational capital resource involves combination of formal and informal processes, structure of reporting along with

its network. And, human capital resource involves intelligence, relationship, attitude and dedication toward work of the employees and managers within an organisation. With the new working environment, human resource and its standards are upgrading constantly. A great human resource department of any organization is of utmost importance. The structures of recruitment, training, development of personnel, etc. are of crucial importance.

MEANING

Human resources are the set of people who make up the workforce of an organization, business sector, industry, or economy. The term describes the people who make up the workforce of a company or organization. In the business world, human resources are the department responsible for recruiting and training staff, developing workplace policies, administering employee benefits, and motivating employees to stay with the organization. In simple words, it is a person (human) or employee that works for an organization. It refers to all the employees of an organisation. It includes staffing, workplace policies, compensation benefits, training and development, performance monitoring, and overall culture of an organisation with respect to its personnel.

DEFINITION

"Human resources (HR) are the division of a business that is charged with finding, screening, recruiting, and training job applicants, and administering employee-benefit programs."

➤ Historical review of term Human Resource

John R. Commons, an American institutional economist, first coined the term "human resource" in his book "The Distribution of Wealth," published in 1893. However, until 19th century, human resource departments in organizations were not at all developed. Solving the disputes of employees, considering employee betterment aspects, valuing the overall well-being of the employees was never a matter of importance within organizations. Later, in 19th century the importance to human personnel within an organisation was considered to be important after the critical examination of the management. It was coined that the HR department is an essential component of any business, regardless of its size and physical location. This department is tasked with maximum satisfaction attainment of personnel and its maximum productivity. Since the start of 20th century, Human Resource Management is outsourced by organizations in an effort to free the department to recommend

and implement more meaningful, value-adding programs that impact the business in positive ways.

➤ **Conventional patterns of human resource**

- ✓ Slow reactive and fragmented initiatives

It is where HR or business leaders only made HR decisions as they're needed or these decisions are based on prior experience of manager. A reactive strategy sets in motion certain HR activities to solve problems such as termination, layoffs, compliance, or legal issues.

- ✓ Tight division of labour, specialization (job design)

It is a system in which each individual takes up one specific job depending upon his ability and aptitude such as carpenter, dentist, etc. In this system, the total work is divided into many small steps or processes. It is basically designing the job as per the knowledge of employee and no stress is given to be more productive which leads to no productive work at all.

- ✓ Key investment in infrastructure and products; than the personnel

This is a system where the core investment is made in Infrastructure and products of the Entity and not on the personnel and its development. It puts break on efficiency of personnel as all the attention is paid on infrastructure of organisation only.

- ✓ Recruitment through human efforts only Slow recruitment processes

As it considers human involvement only and with slow reactive and fragmented initiatives, this turns out to be a slow recruitment process. Wherein every single step of recruitment takes a long time to complete.

- ✓ Short term problem solving (no final conclusion)

This being conventional pattern of human resource only short-term problems are being solved and no final conclusion is arrived at. Due to these personnel loses the confidence in management and becomes incompetent.

- ✓ HRM not involved in organizational goals and strategies

The Organizational goals and strategies are the foundation to success or working of any activity within an organization. As HRM is not involved in its goals and strategies, it is not considered of vital importance

RECENT TRENDS IN HUMAN RESOURCE

- Use of technology to recruit

It allows the company to hire many valuable employees. The technology works very quickly in selecting people. There is a system for tracking applications, which can be used to manage all candidate applications. This system also makes it possible to sort the candidates in the desired order.
- Virtual team building activities

Virtual team building activities are group games, challenges and exercises via platforms like Zoom, Microsoft Teams and Google Meet. Examples of activity types include icebreaker questions, virtual campfires, and group fitness classes, Yoga session, hiking and trekking tours, etc. Due to such activities employees within organisation get more comfortable with each other which lead to better productivity at work by them.
- Mental health support

Good mental health at work and good management go hand in hand and there is strong evidence that workplaces with high levels of mental wellbeing are more productive.
- Digital collaboration platform

Digital collaborations with other organisations providing expertise of human resource that will help to get achieve the goal of satisfied personnel in organisations. Flow dock software like twitter that suggests chat and few other features is an example of such platforms.
- Mobile friendly recruitment

Mobile recruiting is a term collectively used for recruiting talent using mobile technology and hiring them on the go. Leveraging mobile technology for candidate engagement also comes under mobile recruitment.
- Ethical leadership

Holding respect for others and equally around the team and company is another example of ethical leadership. Thus, HR manager is expected to treat all employees equally with no discriminating factors in terms of work distribution, leave concession, intensives, etc.
- Invest in Mental Health as a Must Have Rather Than a Nice-to-Have Benefit

The benefit of mental health support if given to the employees can work as a magic in the performance level of theirs. It can be easily observed that when the mental support is provided to the employees they feel confident and rely on managers. It leads to better performances and thus it must be there in every organisation in today's changing world.

- Support (emotional and financial) to tackle the impacts of pandemic

Support by the organisation to overcome the losses and frustrations that personnel have felt throughout the pandemic are crucial in present time. People have suffered financially due to job breaks, medical expenses, lockdown, etc. thus, if possible, intensives, overtimes, etc. perks can be introduced in the working conditions.

- Solving business problem using problem analytics

Problem analysis is the process of understanding real-world problems and user's needs and proposing solutions to meet those needs. The goal of problem analysis is to gain a better understanding of the problem being solved before developing a solution.

OBJECTIVE

The objectives behind this study are as follows:

- To know the meaning of term 'Human Resource' and 'Human Resource Management'.
- To understand the definition of human resource.
- To compare the conventional and emerging trends of human resource
- To analyse the importance of emerging trends of human resource
- To know the influence that pandemic has made in human resource
- To derive the conclusion about trends of human resource and its possible impacts on enterprises.

FINDINGS AND CONCLUSIONS

Following conclusions can be derived from the study of human resource trends

- ❖ Human resource is the set of variety of people in an organisation that works towards the achievement of its goals of maximising profits and satisfied personnel.

- ❖ The historical study of human resource management shows that understanding the emotional needs of the personnel within organisation are most crucial.
- ❖ The conventional human resource trends are somehow not capable to be used in the management of personnel today, as its terminologies do not match today's requirements.
- ❖ Providing emotional and financial support to employees is the most recent trend of human resource as people are drastically affected in the times of pandemic.
- ❖ Use of the terminology of 'ethical leadership' is important as it makes sure that all the personnel within organisation is treated equally.
- ❖ Mobile-friendly recruitment should be adopted by organisations to make the process more adaptable and friendly for applicants.
- ❖ Investment in mental health of employees would result in the best trend if adopted by the human resource management.

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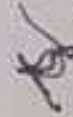
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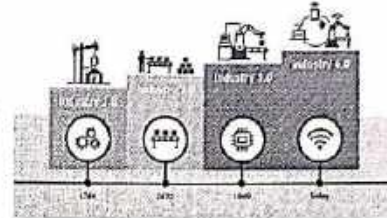
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16th Mar. 2023 Day 4 Mr. P. D. Joshi Topic: Artificial Intelligence <ul style="list-style-type: none"> AI – means what? Robotics Expert Systems & NLP Machine / Deep Learning 		17th Mar. 2023 Day 5 Mr. Y. Chandratre Topic: Future Technologies <ul style="list-style-type: none"> Bio computers Nano Computers Quantum Computers 		18th Mar. 2023 Day 6 Topic: National Education Policy <ul style="list-style-type: none"> Implementation of new Courses Technological / Multidisciplinary Courses 	

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सध्या जागतिक पातळीवर विज्ञान, माहिती तंत्रज्ञान व संशोधन क्षेत्रात मोठ्या प्रमाणात बदल होत आहे. त्यामुळे तंत्रज्ञानातील बदल आपण सकारात्मकपणे स्विकारणे आवश्यक आहे. त्यामुळे विद्यार्थ्यांनी तंत्रज्ञानातील नवीन संकल्पना समजून घ्या, असे आवाहन रयत शिक्षण संस्थेच्या मॅनेजिंग कौन्सिल सदस्य मीनाताई जगधने यांनी केले.

रयत शिक्षण संस्थेच्या चंद्ररूप डाकले जैन वाणिज्य महाविद्यालयात संगणक विभागामार्फत आयोजित केलेल्या ‘फॅकल्टी डेव्हलपमेंट प्रोग्रॅम’ च्या उद्घाटन प्रसंगी त्या बोलत होत्या. याप्रसंगी व्यासपीठावर प्राचार्य डॉ. सुहास निंबाळकर उपप्राचार्य डॉ. बाळासाहेब बावके, प्रा. योगीराज चंद्रात्रे, प्रा. विवेक मोरे, डॉ. राजेंद्र



श्रीरामपूर : सो.डी.जैन महाविद्यालयात फॅकल्टी डेव्हलपमेंट प्रोग्राम उद्घाटन प्रसंगी मार्गदर्शन करताना मीनाताई जगधने.

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जगधने म्हणाल्या, नवीन शैक्षणिक धोरणात विज्ञान, तंत्रज्ञान व कौशल्याधिष्ठित मनुष्यबळाला महत्त्वाचे स्थान आहे. कृत्रिम बुद्धिमत्ता मानवी जीवनात प्रवेश करत आहे. त्याच्याशी आपली स्पर्धा होणार आहे.

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व राष्ट्राच्या विकासाचा पाया आहे. भारताला महासत्ता बनण्यासाठी तो पाया मजबूत व भक्कम असणे आवश्यक असल्याचे सांगितले.

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
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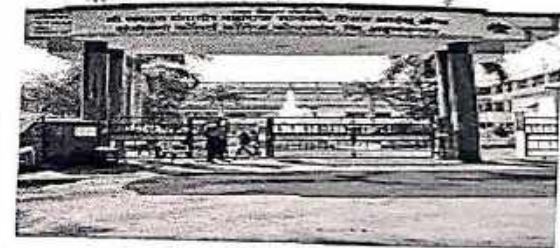
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“To Study of Recent Trends in Financial Management”

ABSTRACT

Finance is a blood of business, without finance business could not start and run properly, but imitated sources are available in the market for finance sum of them traditional and sum is recent. Today's world are a competitive world so business organization cannot depend on the traditional sources for finance so every business organization find the new and resend reliable sources for finance. In this paper we focus on some recent sources of finance that is called recent finance instruments

Keywords: - finance business, market for finance, finance instruments.

INTRODUCTION TO FINANCIAL MANAGEMENT

Financial management is such a managerial process which is concerned with the planning and control of financial resources. Financial management was started as a separate subject of study in the 20th century. Till now it was used as a part of economics. As an educational subject, its scope has undergone some basic changes from time to time. In the initial years of its development, financial management was concerned only with collection of funds for business. But according to the modern viewpoint, not only collection of funds but also their proper utilisation is the basic functions of financial management. In present times, financial management analyses all financial problems of a business. Financial management refers to the functions involved in the management of financial resources. These functions are fund procurement, working capital management, capital budgeting, and capital structure designing of an organization. It includes controlling and maintaining the financial assets of an organization. In addition, it determines the future strategies related to expansion, diversification, joint venture, and mergers and acquisitions. Financial management may be defined as planning, organising, directing and controlling the financial activities of an organisation. According to Guttman and Dougal, financial management means, “The activity concerned with the planning, raising, controlling and administering of funds used in the business.” It is concerned with the procurement and utilisation of funds in the proper manner. Financial management involves the management of the finance

function. It is concerned with the planning, organising, directing and controlling the financial activities of an enterprise.

MEANING OF FINANCIAL MANAGEMENT

Financial Management means planning, organizing, directing and controlling the financial activities such as procurement and utilization of funds of the enterprise. It means applying general management principles to financial resources of the enterprise.

OBJECTIVE OF FINANCIAL MANAGEMENT

- To raise the fund for business organization
- To find reliable source of fund
- To optimum utilize the fund
- To increase profit and wealth of business organization

TRADITIONAL CONCEPTS OF FINANCIAL MANAGEMENT

The Traditional concept of financial management has a narrow minded. In traditional concepts there is only one moto of financial management that is to raise the fund for business concern. In 20th century new branch of financial management is created but this branch was just finding the sources of fund in market. For raise the fund for business finance manager take the fund from various Traditional sources like Bank, Financial institution, Grants, Venture Capitalist but in 21th century a cut troth competition is created among the business organization. And for keep the business possession in market it is necessary to optimum utilize the fund in business. So it is very difficult to raise the fund for business, especially for new business concern, traditional method and approach is not suitable for raise the fund for business concern. Another serious lacuna in the traditional approach was that the focus was on the long-term financial problems thus ignoring the importance of the working capital management. Thus, this approach has failed to consider the routine managerial problems relating to finance of the firm.

RESENT TRENDS IN FINANCIAL MANAGEMENT

Due to limitation and lacuna of Traditional concepts of financial management a new modern approach is originate in 21th centaury the modern approach is an analytical way of looking into financial problems of the firm.

According to this approach, the finance function covers both acquisitions of funds as well as the allocation of funds to various uses. Financial management is concerned with the issues involved in raising of funds and efficient and wise allocation of funds. For this purpose some new and recent sources are find the financial management for raising the fund for business organization those sources popularly called as New Financial Instruments of fund. Some important instruments give as below.

- ❖ **Equity market** - A stock market, equity market, or share market is the aggregation of buyers and sellers of stocks (also called shares), which represent ownership claims on businesses; these may include securities listed on a public stock exchange, as well as stock that is only traded privately, such as shares of private companies which are sold to investors through equity crowdfunding platforms. Investment is usually made with an investment strategy in mind. Stocks can be categorized by the country where the company is domiciled. For example, Nestlé and Novartis are domiciled in Switzerland and traded on the SIX Swiss Exchange, so they may be considered as part of the Swiss stock market, although the stocks may also be traded on exchanges in other countries, for example, as American depositary receipts (ADRs) on U.S. stock markets.
- ❖ **Differential Shares** - Differential shares are shares with differential rights to voting and dividends. They are a class of shares which carry voting rights with varying rates of Dividend. In fact, differential shares can be issued with no voting rights but high dividends or, with varying rights and dividends. If the voting right of the shareholder is taken away, the shareholder is compensated by higher returns. This concept originated in Canada and was highly successful. This concept was introduced in India through the Companies (Second Amendment) Act, 2000. According to this law, a company can issue shares with differential rights ‘as to voting or dividend or otherwise.’ Companies are now allowed to issue shares with differential voting rights including non-voting shares, to the extent of 25 per cent of the total share capital, provided, they had profits that could be distributed, in the preceding three years. However, companies will not be allowed to convert their equity capital, with regular voting rights. Into shares with differential voting rights and vice-versa Differential shares are positioned between ordinary equity shares and preference shares. The preference shareholders are entitled to certain assured dividends but no

voting rights while ordinary equity shareholders have voting rights in proportion to the number of shares held but are not entitled to any assured return.

❖ **Derivatives-** The derivatives market refers to the financial market for financial instruments such as futures

➤ **Types of derivatives**

- **Options** - Options are financial derivative contracts that give the buyer the right, but not the obligation, to buy or sell an underlying asset at a specific price (referred to as the strike price) during a specific period of time. American options can be exercised at any time before the expiry of its option period. On the other hand, European options can only be exercised on its expiration date.
 - **Futures**-Futures contracts are standardized contracts that allow the holder of the contract to buy or sell the respective underlying asset at an agreed price on a specific date. The parties involved in a futures contract not only possess the right but also are under the obligation, to carry out the contract as agreed. The contracts are standardized, meaning they are traded on the exchange market
 - **Forwards**-Forwards contracts are similar to futures contracts in the sense that the holder of the contract possesses not only the right but is also under the obligation to carry out the contract as agreed. However, forwards contracts are an over-the-counter product, which means they are not regulated and are not bound by specific trading rules and regulations since such contracts are unstandardized, they are traded over the counter and not on the exchange market. As the contracts are not bound by a regulatory body's rules and regulations, they are customizable to suit the requirements of both parties involved.
 - **Swaps**-Swaps are derivative contracts that involve two holders, or parties to the contract, to exchange financial obligations. Interest rate swaps are the most common swaps contracts entered into by investors. Swaps are not traded on the exchange market. They are traded over the counter, because of the need for swaps contracts to be customizable to suit the needs and requirements of both parties involved.
- ❖ **Mutual Fund**-A mutual fund is a financial instrument managed by investment companies that collect cash from a variety of investors and invests that money for them. Mutual funds are available in a broad

number of asset classes but are most commonly used as stock, bond, commodity, and funds. Just like with stock investments, mutual fund investors purchase shares of the fund, with each share representing partial ownership of the fund along with any returns the mutual fund managers generate. The percentage of an investor's fund ownership is dictated by the number of fund shares purchased. The more shares purchased, the larger the proportion of fund ownership on the part of the fund investor. Fund valuation and performance is tracked on a daily basis. The fund is managed by professional portfolio managers, who manage the funds on a daily basis, adhering to the goals and objectives laid out in the fund prospectus (i.e., the regulatory “blueprint” document that details the fund's objectives, fees, management style, and other operational features.

- ❖ **Zero coupon bonds** -A coupon is a periodic interest received by a bondholder from the time of issuance of the bond till maturity. Zero coupon bonds, also known as discount bonds, do not pay any interest to the bondholders. Instead, you get a large discount on the face value of the bond. On maturity, the bondholder receives the face value of his investment. In simple words, the investor purchasing a zero coupon bond profits from the difference between the buying price and the face value, contrary to the usual interest income.
- ❖ **Floating Rate Bonds** Floating Rate bond are simply bond where the interest rate on the bond fluctuates with the interest rate in the market coupon paying bond pay higher when the interest rate increases. Bonds are debt instruments, which implies that they work on the principle of loans, where a company issues bonds to borrow money from the lender, also called the bondholder. The company promises the lender a regular predetermined interest on the principal amount. In bond terms, this interest rate is called a coupon. However, some bonds do not have a fixed coupon rate as it fluctuates based on several predetermined benchmarks. These types of bonds are known as floating rate bonds.
- ❖ **Zero Interest Bonds** Zero interest bonds require an active secondary debt market for attracting investors. As the name suggests, there is no periodic interest payment and they are sold at a huge discount to the face value. These bonds benefit both the issuers and the investors by limiting funding cost when interest rates are volatile for the issuer and by reducing the reinvestment risk for the investor. Zero coupon bonds are sometimes convertible into equity on maturity which entails no outflow for the

issuer, or into a regular interest bearing bond after a particular period of time. Companies such as Mahindra and Mahindra, HB Leasing and Finance have been pioneers in introducing these bonds in the Indian market. These bonds are the best options for individuals and institutional investors who look for safe and good returns and are ready to hold them till the bond matures. Moreover, these bonds do not carry any interest, which is otherwise taxable.

- ❖ **Zero Interest Secured Premium Convertible Bond** The investor can convert his bond into an equity share at 30 per cent discount on average price at the end of one year. If the conversion price is lower than the face value, the issuer will redeem the difference. A similar option of conversion into two equity shares is available on the maturity of the bond. The bond may also have a warrant attached.
- ❖ **Zero Interest Fully Convertible Debenture** the investors in these debentures are not paid any interest. However, there is a notified period after which, fully paid, fully convertible debentures (FCDs) will be automatically and compulsorily converted into shares. In the event of a company going for rights issue prior to the allotment of equity, resulting from the conversion of equity shares into FCDs, FCD holders shall be offered securities as may be determined by the company.
- ❖ **Municipal Bonds** A municipal bond is a debt security issued by a state, municipality, or county to finance its capital expenditures, including the construction of highways, bridges, or schools. They can be thought of as loans that investors make to local governments. Municipal bonds are often exempt from federal taxes and most state and local taxes (for residents), making them especially attractive to people in higher income tax brackets.

CONCLUSION

Finance is a very essential for business organization some traditional sources provide fund for business organization but today's world those sources not adequate for providing the finance for business so new recent sources are exist for providing the finance for business like equity market, Differential Shares, mutual fund, Derivatives, municipal bond Deep Discount Bonds.

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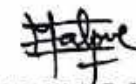
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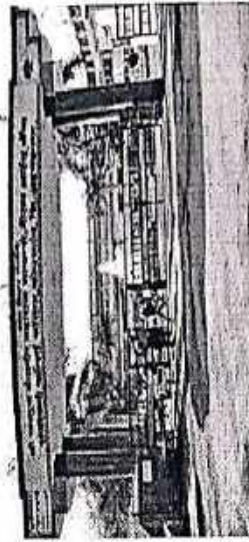
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Mailing Address

Dr. Rita Pratap

C-24, Hari Marg, Malviya Nagar, Jaipur-302017

Phone - 0141-2521549 Mobile - 09314631852

INDIA

Email: ritapratap53@gmail.com
atishayk@1922@gmail.com, mishraasad@gmail.com

Chief Editor :

Dr. Rita Pratap (M.A. Ph.D.)

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Mr. Kulkarni Sachin Vijayrao (Assistant Professor)
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**“An Explorative Study to Make the Medical
and Healthcare Services Affordable To the Poor
Population of India”
Medical Emergency and Economic Situation of
a Family: A Big Crisis**

ABSTRACT

The Healthcare sector in India is unorganized and healthcare services are really out of reach of the common people. In India healthcare services are provided by the Public as well as Private sector. These healthcare service providers are scattered and their efforts are not unite, integrated and sufficient to meet the needs of the Indian population. Whenever citizens face medical emergency; their economic situation get badly affected due to high cost of medical services and unprotected, uninsured medical emergency situation. To avoid such situation medical / healthcare services need to bring under the geographical and economical coverage of the Indian poor population. Now question arises how it can be done? Most of the nearby Medical and Healthcare Service Providers can come together and merge their centers to convert themselves into multi-specialty Hospital cum Medical College.

Keywords- way to affordable medical, healthcare services.

INTRODUCTION

Most of the Indian population lives in the rural areas and comes under very low income category. Medical and Healthcare services are really out of reach of the poor people. Medical and Healthcare services offered by the government and charitable foundations are not sufficient to meet the ever increasing demands for the healthcare services Number of affordable Multi-specialty Healthcare Service Providers is very less in number and having very limited resources for diagnosis and treatment. There are many reasons behind the same.

MAJORITY OF THEM CAN BE HIGHLIGHTED AS FOLLOWS

- Huge Capital Expenditure is required for the establishment of the Hospitals cum medical colleges and for purchase of the machineries and equipment required for the diagnosis, treatment and the medical education.
- Less number of medical colleges and high educational expenditure required for becoming a Medical Professional.

As we know that, the Indian students prefer foreign countries like Ukraine and other foreign countries for the medical education because the number of medical colleges is very less in number and the cost of medical education is also very high in India. The Healthcare sector in India is unorganized and healthcare services are really out of reach of the common people. In India healthcare services are provided by the Public as well as Private sector. These healthcare service providers are scattered and their efforts are not unite, integrated and sufficient to meet the needs of the Indian population. Whenever Indian citizens face medical emergency; their economic situation get badly affected due to high cost of medical services and unprotected, uninsured medical emergency situation. To avoid such situation medical / healthcare services need to bring under the economical coverage of the Indian poor population. Now question arises how it can be done?

STATEMENT OF THE PROBLEM

Costly and Limited Medical and Healthcare Services in India

OBJECTIVE

- To suggest the solution of the following crisis:
"Medical Emergency and Economic Situation of a Family: A big Crisis"

PROBABLE SOLUTION OF THE CRISIS

All nearby Medical and Healthcare Service Providers can come together and merge their hospitals, clinics, medical, diagnosis and healthcare service centers; to convert them into the multi-specialty Hospital- Research Centre cum Medical College. If all government owned, privately owned and Trust owned hospitals, Clinics and Diagnosis Centers are merged together and converted into the medical colleges; the number of medical colleges can be increased with no substantial additional establishment and running or operational costs. All kind of medical services centers like; Allopathic,

Ayurvedic, Unani, Homeopathic and Naturopathic medical service centers can also be attached together to boost the ethical and legal clinical research and trials to reduce the recovery period and increase the quality of life of the patients. It may also lead to further research for collaborative treatment for various diseases from different medical studies like; Allopathic, Ayurveda, Unani, Homeopathy and Naturopathy. It may lead to development of new hybrid mode of treatment which may result in to decrease in the cost of medical services and time required for the recovery from diseases. As a result of such conversions; the present existing physical and human resources of scattered hospitals and diagnosis centers will brought together to convert these different hospitals, clinics and diagnosis centers into the medical colleges. For doing so, government can take initiative by enactment of special regulatory and developmental law for the same or by launching a special scheme for the same or similar type of initiative can also be taken by the charitable organizations or private sector just like coming together and be a bigger and stronger medical and healthcare service provider. (Just like executing co-operative movement in medical sector or application of self-help group models by different medical service providers like hospitals, Diagnosis Centers, etc. in the medical sector) Central Government and / or State Government and / or Local Governments like Zilha Parishads and / or any other Charitable Foundations and / or Major Educational Societies and / or Co-operative and / or Commercial Houses and / or an Association of Medical Practitioners can start such Pilot Projects of bringing all nearby Medical and Healthcare Service Providers together and merge their hospitals, Clinics, medical, diagnosis and healthcare service centers; to convert them into the multi-specialty Hospital Cum Medical College. As we know, the expenses for treatment in medical colleges are very low as compared to the profit oriented private hospitals, because in medical college cum hospitals, Service providers get low cost labor in the form of trainee medical students and nurses, which ultimately results in reduction of diagnosis and treatment charges. Most of the hospitals which run on private basis; are scattered and they pay for common facilities, if they are merged together their cost of operations will drastically decrease. This will result into decrease in the medical charges for the patients. This can help to decrease the adverse economic impact of the medical emergency on the economic situation of the affected families. It will not only result in to increase in the number of medical colleges but also decrease in the cost of medical education in India. In addition to this; as a result of the application of the principle of economies of large scale; the cost

of medical diagnosis and treatment in India will drastically decrease. The government can determine the maximum rate of charges for the different medical services, so as to; the exploitation of the poor population of India can be prevented.

BENEFITS OF THE ABOVE MODEL OF CONVERSION

➤ Benefits to the Medical Service Providers:-

- ❖ Entrepreneurial risk will decrease.
- ❖ Less establishment expenditure.
- ❖ More services will attract more customers.
- ❖ Less operational and human resources costs.
- ❖ Can allocate money for research and development.
- ❖ Can provide 24 by 7 medical emergency services.
- ❖ Diagnosis at a single place with less cost.
- ❖ Increase in the Profit
- ❖ Decrease in the overall risk.
- ❖ As a major player in the field; can negotiate strongly with other stakeholders.
- ❖ Can treat treatment expenditures as expenditure for CSR.
- ❖ Can develop brand value by offering quality medical services.
- ❖ Service providers will get low cost labor in the form of trainee medical students and nurses, which ultimately results in reduction of diagnosis and treatment charges.
- ❖ Will have new source of income in the form of admission and tuition fees from the medical and nursing students.

➤ Benefits to the Indian poor population:-

- ❖ All medical services at one place.
- ❖ Easy and quick diagnosis; as all experts and diagnosis facilities are at one place.
- ❖ Less diagnosis costs.
- ❖ Less treatment costs.
- ❖ Decrease in the recovery period of patients.
- ❖ All kind of charitable and government schemes for medical treatment can be enjoyed.
- ❖ Claim for health insurance can be simplified.

- ❖ Most importantly the economic exploitation of patients can be prevented.
- ❖ It may lead to development of new hybrid mode of treatment which may result in to decrease in the cost of medical services and time required for the recovery from diseases.
- ❖ Stress and depression caused by medical emergency can also be prevented or at least reduced.

➤ **Benefits to the Government:-**

- ❖ Decrease in the medical expenditure of the government.
- ❖ Due to public-private partnership; the quality of medical services and medical education will be enhanced.
- ❖ Increased Revenue.
- ❖ Easy Regulation on medical sector.
- ❖ Can easily co-ordinate during the pandemic situation.
- ❖ Healthcare Sector will become self-sufficient and affordable to the Indian population.
- ❖ It may lead to development of new hybrid mode of treatment which may result in to decrease in the cost of medical services and time required for the recovery from diseases.
- ❖ Open new opportunities for the development of new centers for the development of Hybrid Medical Treatment.
- ❖ Centers for Hybrid and regular clinical research and trials will also increase.
- ❖ Increase in the foreign exchange reserves contributed by offering affordable and quality medical services to the domestic as well as foreign citizens.
- ❖ Indian medical Industry can be developed to the large extent by stimulating collaborative research and development.

CHALLENGES

Application and success of the above Conversion Model is depending upon the willingness of the Indian government and medical service providers in India. If they are successfully convinced and if their efforts are properly managed; this model can be a reality in India

CONCLUSION

Most of the nearby Medical and Healthcare Service Providers can come together and merge their clinics, Hospitals, medical, diagnosis and healthcare service centers; to convert them into the multi-specialty Hospital-Research Centre Cum Medical College to make the medical education and medical services affordable for the poor population of India. Suggestion to the Central Government and / or State Government and / or Local Governments like Zilha Parishads and / or major Educational Societies and / or any other Charitable Foundations and / or Co-operative and / or Commercial Houses and / or Association of Medical Practitioners. Above-mentioned agencies separately or collaboratively must start such a Pilot Projects of bringing all nearby Medical and Healthcare Service Providers together and merge their clinics, Hospitals, medical, diagnosis and healthcare service centers; to convert them into the multi-specialty Hospital-Research Center cum Medical College on experimental basis and after successful completion of the project, the same model can also be adopted at State or National Level to make the Medical Service affordable to the poor Indian population For doing so, government can take initiative by enactment of special regulatory and developmental law for the same or by launching a special scheme for the same or similar type of initiative can also be taken by the charitable organizations or by private sector, just like coming together and be a bigger and stronger medical and healthcare service provider. (Just like executing co-operative movement in medical sector or applying self-help group models by different medical service providers in the medical sector)

SCOPE FOR FURTHER RESEARCH

Feasibility analysis is need to be done to find out the challenges and probable solutions for the same to initiate the pilot project of bringing all nearby Medical and Healthcare Service Providers together and merge their clinics, Hospitals, medical, diagnosis and healthcare service centers; to convert them into the multi-specialty Hospital-Research Center cum Medical College on experimental basis and after successful completion of the project, the same model can also be adopted at a State or National Level to make the Medical Service affordable to the poor Indian population.

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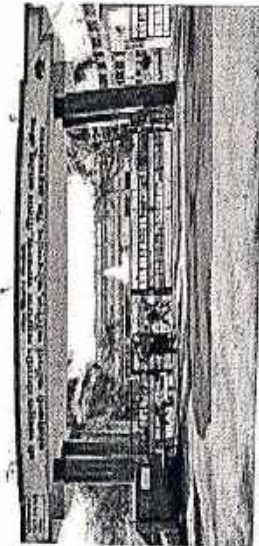
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Mr. Nagpure Vijay Bhausaheb
(Assistant Professor)
C.D. Jain College of commerce,
Shrirampur, Dist- Ahmednagar

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To Study Of Consequences Of Establishment Responsibilities On The Working Of The Coordinates On Management

ABSTRACT

Human resource is the process of identifying and measuring human resources and communicating the information to the interested parties. The present worth of the benefits or services which employees are expected to lead vendor in the future in the economic value of human resources. Human resources measures of examining human resources range from operationally simple cost base measures to Complex and computationally laborious mathematical models. Everyone agrees that, the only real long lasting acids which an organization, any society or Nation, processes, is the quality and caliber of the people working in it. Firm having incompetent management will soon run through the physical resources available to it. Though the work has been done in the western countries to develop an appropriate technique. A variety of techniques have been put forward by various authorities whom we shall examine.

Keyword: - human resources, responsibility, organization, firm.

INTRODUCTION

The consequences of establishing responsibilities could be studied or rather much be studied in two parts namely, advantages and disadvantages of such consequences. In other words, we should study the about topic first from the point of difficulties faced by the above sub-ordinate while performing the interested task. Responsibility refers to principal practices procedures under which cost and revenues are classified according to the responsibility centers that are responsible for encouraging the costs and generating the revenues Next we have should also study the about to appeal from the point of view of the benefit secured by them on account of such fixation. But here we shall deal with the problems encountered by the sub ordinates from the time to time. Responsibilities refers to principles practices procedures under which cost and

revenues are classified according to the responsibility centers that are responsible for the increasing the cost and generating the revenues. It is a system of control by delegating authority and fixing responsibility for cost which are controllable. It lays stress on planning and cost control rather than cost ascertainment. Responsibility to unified and integrated the total operations of the enterprise and subsequently could make arrangement to wipe of Consequences.

MEANING AND DEFINITION OF RESPONSIBILITY

➤ **John A. Higgins says**

"It is a system of accounting which is tailored to and Organization so that Cost are accumulated and reported by levels is responsibility within the organization. Supervisory area in the organization is changed only with the cost for which it is responsible and over which it has control "It is a system for reporting only controllable cost to a manager. There is no place in the framework of responsibility accounting for the idea non controllable costs.

➤ **According to 'Eggleston :**

"Responsibility can be defined as tying the accounting control system in the organization and responsibility of the department managers and supervisors."

OBJECTIVES OF THE STUDY

- Study of is a position accurately delegate work to the subordinates has he is fully aware of the
- Capacity of the employees has he had already made arrangement to fix responsibility of the employees.
- Study of opposition to induce confidence in the mind of the employees.
- Study of in opposition to induce the rift between him and the subordinates and subsequently in
- A position to function in the most amicable manner.
- Study of corrective action taken by the management and communicated to the executive
Responsible

THE CONSEQUENCES OF ESTABLISHING RESPONSIBILITY ON THE WORKING OF THE SUB ORDINATE, ON MANAGEMENT.

Now these are as follows:

- The first important problem is that, the firms subordinates cannot function freely due to which
- Date start committing under pressure.
- The second important problem is that, the farm manager cannot use his discretionary power to
- direct the employee and subsequently refrain them from doing particular task as it create a
- Necessary mutual complete of opinion.
- The third important problem is that, the firm's manager cannot punish the offender as the
- Offender has ample time to escape.
- The fourth important problem is decision making.
- The fifth important problem is that, firm's manager cannot introduce changes modifications his
- own convenience as it would cause hindrances in the long run, especially in the field of decision
- Making as well as performing functions.
- The sixth important problem is that the sub ordinates cannot make use of their inner talent to the fullest extent.
- The seventh important problem is that the firm's manager cannot accurately plan their activities.
- The eight important problems are that the firm's manager cannot implement new policies in fear of the resentment buy the new subordinates.
- The ninth important problem is that, they also cannot improve the quality of their services.
- The tenth important problem is that it slightly reduces the morale of the employees to work freely.

CONCLUSION

Implementation of responsibility is very difficult because it is not easy to draw clear cut lines of responsibility and to delegate authority necessary to carry out the responsibility assigned. Proper organizational chart and chart of accounts is required which is also not an easy task. Individual interest may

conflict with organizational interest and serious problem of implementation may occur. The system may not be accepted willingly by the staff member or the manager. It ignores the personal reaction of the people who are involved with its implication. Responsibility is a system of accounting that distinguishes various responsibility centers all through the organization and reflects the diagram and proceedings of each of these centers by assigning particular revenues and cost to the one have relevant responsibility. The system may not accepted willingly by the staff member or the manager. It will lose its purpose till it is judicially applied. It ignores the personal reaction of the people who are involved with its implication. Individual interest make complete with organizational interest and serious problems of implementation may occur.

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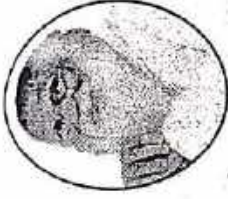
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Mailing Address

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C-24, Hari Mang, Mahavya Nagar, Jaipur-302017
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कार्यशाळेस आपल्या महाविद्यालयातून सेवकांना पाठवावेत हि विनंती.

कार्यशाळेसाठी रजिस्ट्रेशन लिंक : <https://forms.gle/XVuzLVY2K2ZpZjfn9>

कळावे,

Shri Pathare sr

Shri Rokade sr

Shri Zare sr

C. D. Jais College of Commerce, Shirur
Inward No. 288
Date: 23/12/2022

आमला विश्वासू,

प्राचार्य

अण्णासाहेब आवटे कॉलेज मंचर



रयत शिक्षण संस्थेचे,
अण्णासाहेब आवटे आर्ट्स, कॉमर्स अँड
हुतात्मा बाबु गेणु सायन्स कॉलेज, मंचर
आयोजित



डिजीटल व्यवस्थापन व रयत ERP सॉफ्टवेअर शिक्षण क्षेत्र सेवांसाठी एकदिवसीय कार्यशाळा

मंगळवार दि. २७/१२/२०२२ रोजी सकाळी १०.०० वा.
स्थळ - कर्मवीर ऑडीटोरियम, अण्णासाहेब आवटे कॉलेज, मंचर

* प्रमुख पाहुणे *

श्री. प्रकाश बच्छाव
सहसंचालक, उच्च शिक्षण पुणे

डॉ. एन. एम. गायकवाड
प्राचार्य, एस. एम. जोशी कॉलेज हडपसर

* मार्गदर्शक *

श्री. मणेश दांगट
रजिस्ट्रार, केवीपी इंजि. कॉलेज, सातारा

श्री. शोएब काझी
सॉफ्टवेअर डेव्ह. इंआरपी सॉफ्टवेअर

श्री. तोशिब आतार
सॉफ्टवेअर डेव्ह. इंआरपी सॉफ्टवेअर

रजिस्ट्रेशन लिंक - <https://forms.gle/XVuzLVY2K2ZpZjfn9>

प्रवेश फी. ६००/-

(प्रति कॉलेज व कॉलेजमधिल ४ व्यक्तींसाठी)



श्री. मेचकर आर. एम.
Co-Ordinator

श्री. भोर एम. एस.
Convener

प्राचार्य डॉ. कानडे के. जी.
Director



Rayat Shikshan Sanstha's

Annasaheb Awate Arts, Commerce & Hutatma Babu Genu Science College

Manchar, Tal- Ambegoan, Dist- Pune

NAAC Accredited - 'A' Grade


One Day Workshop on Digital Administration and Rayat ERP Software

Certificate

This is to certify that Mr./Mrs Burkule B. B.
of C.D. Jain College Shrivampur. has actively
participated in Digital Administration and Rayat ERP Software
Held On Tuesday 27/12/2022


Mr. Mechkar R.M
Co-ordinator


Mr. Bhor M.S
Convener


Prin. Dr. Kanade K.G
Director



Rayat Shikshan Sanstha's

Annasaheb Awate Arts, Commerce & Hutatma Babu Genu Science College


Manchar, Tal- Ambegoan, Dist- Pune

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Certificate

This is to certify that Mr./Mrs. Zaware Supnil Sudhakar.
of C.D. Jain college, Shirampur. has actively
participated in Digital Administration and Rayat ERP Software
Held On Tuesday 27/12/2022


Mr. Mechkar R.M.
Co-ordinator


Mr. Bhor M.S.
Convener


Prin. Dr. Kanade K.G.
Director

खर्चाची पावती

व्हीकर नंबर

822

मा. प्राचार्य,

ता. १२/१२/२०२२

चंद्ररुप डाकले जैन कॉलेज ऑफ कॉमर्स, श्रीरामपूर यांना

पावती लिहून देणार श्री. डॉ. सत्यंशु एस. व्ही. (सुनिदेशामुल - ५४८८२) MH-12: 6085

राहणार श्रीरामपूर पावती लिहून देतो की, खालील तपशीलाप्रमाणे आज रोजी रक्कम मिळाली, काही तक्रार नाही.

खाते

तपशील	रुपये	पैसे
रयत शिक्षण संस्था - कर्मचारि विदया प्रबोधनेची सामान्य	२२००/-	—
आयोजित केलेले रयत मारिझर गार्डन्स कॉन्सेलर		
प्रशिक्षण - कुंभोज येथे दि ९ व १० डिसेंबर २०२२		
संपन्न द्याळे याचा प्रवास खर्च रत्नाजगी घालणाने केलेले		
एकूण (अक्षरी व अंकी) रु. दोन हजार दोनशे पन्हात्त	२२००/-	

वरीलप्रमाणे रक्कम अदा करुन ही पावती रद्द केली.

दिनांक १२/१२/२०२२

विभागाप्रमुख

अकाउंट

अधिक्षक

प्राचार्य

पैसे घेणाराची सही

रयत शिक्षण संस्था, सातारा
कर्मवीर विद्याप्रबोधिनी,
जा.क्र. /कविप्र/ 304
दिनांक : १२/११/२०२२

प्रति,
मा.शाखाप्रमुख,
रयत शिक्षण संस्था,
सोबतच्या यादीप्रमाणे
यांना ...

विषय- कर्मवीर विद्याप्रबोधिनीच्या करिअर गायडन्स या प्रकल्पाद्वारे विनामुल्य व ऐच्छिक ऑनलाईन प्रशिक्षण घेतलेल्या समुपदेशकांनी दोन दिवसीय (Offline) कार्यशाळेस उपस्थित राहण्याबाबत...

महोदय,

रयत शिक्षण संस्थेच्या कर्मवीर विद्याप्रबोधिनी अंतर्गत करिअर गायडन्स या प्रकल्पाद्वारे शिक्षक- विद्यार्थी संवाद वाढविण्यासाठी विनामुल्य व ऐच्छिक ऑनलाईन प्रशिक्षण कार्यक्रम हाती घेतला होता. सदर प्रशिक्षण व परीक्षा दिलेल्या समुपदेशकासाठी दोन दिवसांची ऑफलाईन कार्यशाळा आयोजित केली आहे.

दिनांक २५/११/२०२२ व २६/११/२०२२ रोजी मध्य विभाग, सातारा व दक्षिण विभाग, सांगली तसेच दि. १/१२/२०२२ व १०/१२/२०२२ रोजी उत्तर विभाग, अहमदनगर, पश्चिम विभाग, पुणे व रायगड विभाग, पनवेल या विभागातील समुपदेशकांनी पद्मभूषण डॉ.कर्मवीर भाऊराव पाटील व सौ. लक्ष्मीबाई पाटील शैक्षणिक संकुल, कुंभोज, ता. हातकणंगले, जि.कोल्हापूर या ठिकाणी आयोजित कार्यशाळेस उपस्थित रहावयाचे आहे.

तरी सदर कार्यशाळेसाठी पत्रासोबत जोडलेल्या यादीतील सेवकांनी उपस्थित राहणे अनिवार्य आहे.

सदर प्रशिक्षणासाठी सामान्य सूचना पुढील प्रमाणे--

१. प्रशिक्षण कार्यशाळेस येताना ऑनलाईन प्रशिक्षणातील दिलेले ५ प्रात्यक्षिक कार्य आणि ५ केस रेकॉर्ड्स प्रत्येकाने स्वतंत्र फाईलद्वारे जमा करावयाचे आहे. प्रात्यक्षिक कार्य जमा झाले तरच कार्यशाळा संपल्यावर प्रमाणपत्र दिले जाईल याची नोंद घ्यावी

पाच प्रात्यक्षिक कार्य खालील प्रमाणे-

१. एस.एस.सी पुढे कार्य या विषयावर आधारित आयोजित ५ व्याख्यान अहवाल फोटोसह
२. करिअर कॉर्नर अहवाल फोटोसह
३. करिअर डे अहवाल फोटोसह
४. व्यवसाय मार्गदर्शन परिषद अहवाल फोटोसह
५. करिअर क्लब अहवाल फाईल फोटोसह आणि ५ विद्यार्थ्यांचे केस रेकॉर्ड्स
२. सदर प्रशिक्षण कार्यशाळेसाठी एक दिवसाची निवासाची सोय केलेली आहे. निवासाच्या दृष्टीने आवश्यक साहित्य घेऊन यावे. स्त्रीसमुपदेशकांची निवास व्यवस्था स्वतंत्र केलेली आहे.
३. प्रशिक्षण कार्यशाळेत पहिल्या दिवशी चहा नाष्टा दोन वेळेचे जेवण व दुसऱ्या दिवशी चहा नाष्टा दुपारचे जेवण दिले जाईल.
४. प्रशिक्षणासाठी रजिस्ट्रेशन फी ६००/- राहिल.
५. प्रशिक्षण रजिस्ट्रेशन रक्कम संबंधित शाखेने पावती नुसार संबंधित सेवकास आदा करावी.
६. प्रशिक्षणासाठी सर्व समुपदेशकांनी येताना आवश्यक लेखनसाहित्य घेवून यावे. (वही/पेन/पेन्सिल इ.)
७. यादीतील संबंधित सेवक आपल्या शाखेतून बदलीने अन्य शाखेत गेलेला असल्यास त्या सेवकाला सदर प्रशिक्षणास उपस्थित राहणेबाबत आपण आपल्या स्तरावर तातडीने कळवून आम्हालाही अवगत करावे.
८. पद्मभूषण डॉ. कर्मवीर भाऊराव पाटील व सौ. लक्ष्मीबाई भाऊराव पाटील शैक्षणिक संकुल येथील नियमांचे कटाक्षाने पालन करून समुपदेशकांकडून संकुलाचे पावित्र्य भंग होणार नाही याची दक्षता घ्यावी.

Dr. Sanyal Sir
11/21/22

९. कार्यशाळा कालावधीमध्ये शैक्षणिक संकुल सोडून कोणीही बाहेर जावयाचे नाही.
१०. दोन दिवसीय कार्यक्रम नियोजन खालील प्रमाणे.

पहिला दिवस	स. १०:३० ते ११:३०	- नाव नोंदणी व प्रात्यक्षिक कार्य जमा करणे.
	स. ११:३० ते १२:००	- उद्घाटन
	दु. १२:०० ते १:००	- मानसशास्त्रीय कसोटी - १
	दु. १:३० ते २:१५	- भोजन
	दु. २:१५ ते ४:००	- मानसशास्त्रीय कसोटी - २
	दु. ४:०० ते ५:००	- संवाद

दुसरा दिवस	स. १०:०० ते १२:००	- व्याख्यान - मार्गदर्शन व समुपदेशन
	दु. १२:०० ते १२:३०	- सुसंवाद
	दु. १२:३० ते १:१५	- भोजन
	दु. १:१५ ते ३:३०	- समारोप (प्रमाणपत्र वाटप)

कळावे.

सोबत:- समुपदेशकांची यादी

आपला विश्वास,

(प्रि. डॉ. वी. टी. जाधव)
कार्यकारी संचालक,
कर्मवीर विद्याप्रबोधिनी

शिबीर स्थळ :-

पद्मभूषण डॉ. कर्मवीर भाऊराव पाटील व सौ. लक्ष्मीबाई भाऊराव पाटील शैक्षणिक संकुल कुंभोज, ता. हातकणंगले
जि. कोल्हापूर (बाहुबली कुंभोज रोड, शिवाजीनगर) फोन:- ०२३०/२५८३०९४
संपर्क :- श्री. सुभाष मसुटगे-९४२३२६८६३१ श्री. अमोल पाटील - ७७०९१४७४७५
(पुणे-कोल्हापूर मार्गावर वाठारला उतरून वडगाव-हातकणंगले मार्गे सावडे येथून वळून शरद सहकारी साखर
कारखान्यावरून कुंभोज) (सांगली-कोल्हापूर मार्गावर हातकणंगले येथे उतरून शिवपुरीमार्गे कुंभोज)
प्रतमाहितीसाठी:-

१. मा. चेअरमन, रयत शिक्षण संस्था, सातारा
२. मा. सचिव, रयत शिक्षण संस्था, सातारा
३. मा. सहसचिव (उ.शि.), ऑडिटर, रयत शिक्षण संस्था, सातारा
४. मा. सहसचिव (माध्य) रयत शिक्षण संस्था, सातारा
५. मा. सर्व विभागीय अधिकारी, रयत शिक्षण संस्था, सातारा
६. मा. संचालक, पद्मभूषण डॉ. कर्मवीर भाऊराव पाटील व सौ. लक्ष्मीबाई पाटील शैक्षणिक संकुल, कुंभोज ता.
हातकणंगले, जि. कोल्हापूर

207	F श्रीम. खराडे सारिका भीमराव	महात्मा गांधी विद्यालय कर्जत ,ता- कर्जत, जिल्हा -अहमदनगर
208	Kawade Santosh Ramdas	Shri Sainath Highschool, Alkuti
209	F Smita Bhaskar Kshirsagar	Sadhana Vidyalaya Hadapsar Pune
210	प्रा.प्रतापराव बन्सीराव काळे	दादा पाटील महाविद्यालय कर्जत
211	F श्रीम. तावरे रूपाती यशवंतराव	आर.एन. आगरवाल टेक् इन्स्टिट व ज्युनिअर कॉलेज वारामती
212	सासवडे दिनेश पांडुरंग	तु. ह. वाजेकर उच्च माध्यमिक विद्यालय, फुंडे
213	DR.SANTOSH PANDIT MALI	श्रीमंत महाराजा फत्तीसहराव गायकवाड विद्यालय दावडी, ता. खेड, जि. पुणे
214	श्री डोईफोडे एस एस	कन्या विद्यालय, जामखेड
215	Jaydeep Nanasaheb Khetmalis	Dada Patil college, karjat
216	प्रतापराव किसनराव गायकवाड	साधना विद्यालय, हडपसर, पुणे -२८
217	DHONE MANGESH JAGDISH	SADHANA VIDYALAYA, HADAPSAR, PUNE 28
218	F Mrs. Nimbalkar Smita Anil	R.N. Agarwal Tech. Institute Highschool, Baramti
219	F Smt. Gadekar Sujata Rajendra	R.N. Agarwal Technical Institute Baramati.
220	Mr. Bedre Jalindar Ramesh	Mahatma Gandhi Vidyalaya ,Karjat Tal-Katjat, Dist- Ahmednagar.
221	F ज्योती वामन जाधव	महात्मा गांधी विद्यालय, कर्जत
222	श्री. भालेकर महेश नामदेव/Shri. Bhalekar Mahesh	New English School, Dorlewadi
223	F Sampda Rahul Agawane	New English School Dorlewadi, Baramati.
224	Babasaheb Sambhaji Gangarde	Yashwant Vidyalaya Padhegaon Tal-Shrirampur Dist- Ahmednagar
225	F Satav Ashvini Ashok	Dada Patil Mahavidyalaya, Karjat Tal:Karjat Dist :Ahmednagar
226	Dr. Sayyed Sadik Bashir	C.D. Jain College of Commerce Shirampur

M-111
F-115
226



"स्वावलंबी शिक्षण हेच आमचे ब्रीद" - कर्मवीर



कर्मवीर विद्याप्रबोधिनी, रयत शिक्षण संस्था, सातारा



॥ प्रमाणपत्र ॥

प्रमाणित करण्यात येते की,

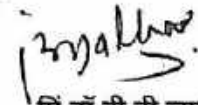
श्री./सौ./श्रीमती डॉ.सय्यद सादिक बशीर

शाखा सी.डी.जेन कॉलेज ऑफ कॉमर्स, श्रीरामपूर

यांनी कर्मवीर विद्याप्रबोधिनी मार्फत आयोजित केलेले रयत करिअर गाईडन्स कौन्सेलर प्रशिक्षण यशस्वीरित्या पूर्ण केले आहे.

हार्दिक अभिनंदन व पुढील कार्यास शुभेच्छा !

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रयत शिक्षण संस्था, सातारा



प्रि.डॉ.विठ्ठल शिवणकर
चेअरमन,
कर्मवीर विद्याप्रबोधिनी,
रयत शिक्षण संस्था, सातारा

दि.२६ नोव्हें. २०२२

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Virayak Sarkar

2020

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600

4

No.

592

(स्वायत्त)

तारीख : 20/9/2023

जि. सोलापूर.

श्री. सा. सा.

डॉ. रवींद्र उमर जेठिम वसनी

सो.डी. जैन कॉलेज ऑफ कॉमर्स, श्रीरामपूर

तपशील

जेन दिवसेचे मासिक वेतन व व्यवस्थापन परिषद

रक्कम अक्षरी रु.

एक हजार पन्नास हजार (UPI 302060372129)

रक्कम (अंकी)

रु. 794001/-

खाते

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C.D. Jain College of Commerce
Shrirampur

बत्ताक

हेडक्लार्क

प्राचार्य

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Jan 20, 2023 11:15 AM



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International Conference
On



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Prin.Dr. C.J.Khilare

(Cell : 9423802920)



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must contain the original research work only.
Article in English language should be typed in Microsoft Word.

The first page of research paper must contain the title of the paper, name of author and co-author(s) and contact details with e-mail address.

Maximum Length of the Paper Should be 2000 to 2200 words.

Line spacing should be 1.5 inch and 1 inch custom margin on all sides & A4 Size Paper.

Font type for paper in English Language should be 'Times New Roman' and font size 12.

Research Paper Publication

The accepted research papers will be published in UGC are Listed Journal only after plagiarism check and reviewed by peers. Authors will be contacted through email after peer reviewed and plagiarism check

Important Dates

Official Email Address for submission of Research Paper: itcc2023@gmail.com

Last Date of Abstract Submission : 15th January 2023

Last Date of Paper Submission : 20th January 2023

Date of Conference : 27th and 28th January 2023

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Research Paper Publication : Rs. 1500/-

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Office : (02186) 223104 * E-mail : kbppandharpur@gmail.com * Website : www.kbprnautonomous.in

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PARAMARSHA Scheme
(2019-20)

Ref. No. 5434 / 22-23 Date: 24-01-2023

Prin. Dr. C. J. Khilare M.Sc., M.Phil, Ph.D.

To

Dr Mrs Gujar Pournima Sachin

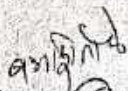
Subject: letter of Acceptance and Invitation

Dear Author,

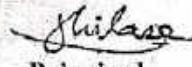
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We are pleased to inform you that paper entitled as "Own Experience of Running a Self- Hef Group" your paper has been accepted for presentation in International Conference which is scheduled on 27 to 28 January , 2023 at Karmaveer Bhaurao Patil Mahavidyalaya, Pandharpur, Maharashtra, India. Please pay your registration fees for faculty of Rs. 500/- and Rs. 300/- for Research Scholar except paper publication fees, to confirm your Paper Presentation. Schedule is available on WhatsApp group.

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40/९/१७

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605

No. 1897

जि. सोलापूर.

तारीख : २०/०९/२०२३

श्री. रा. रा.

डा. बाबाय पुंडरीक बाळारनाहेल

श्री. डी. जैन कॉलेज ऑफ कॉमर्स श्रीगामपूर

तपशील

दोन पितृनीय आंतरराष्ट्रीय प्राधिका व व्यवस्थापन परिषद

रक्कम अक्षरी रु.

एक हजार पचास पन्ना (UPI 302043722456)

रक्कम (अंकी)

रु. १५००/-

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VC Principal
C.D.Jain College of Commerce
Shrirampur, Dist. Ahmednagar

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Keel

प्राचार्य



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(AUTONOMOUS)



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Office: (02189) 223104 * E-mail: kmpandharpur@gmail.com * Website: www.kmpmautonomous.in

President: Padmabhushan Dr. Karmaveer Bhaurao Patil

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(2014-2017)

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(2014-2017)

U. G. C.
C. P. E. Status
(2017-18)

U. G. C.
PARAMARSHI Scheme
(2017-18)

Ref. No. 5474/22-23 Date 23-01-2023 Prin. Dr. C. J. Khilare M. No. 42, Patil, (P.S.)


To
Prof. Jadhav Pooja Balasaheb
Subject: letter of Acceptance and Invitation

Dear Author,

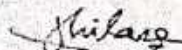
Congratulations!!!

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Principal
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7/2020

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593

No.

(स्वायत्त)

जि. सोलापूर.

तारीख : 20/9/2023

606

6

श्री. रा. रा.

डॉ. तुपे बाळासाहेब - 20/10/23

सी. डी. जैन कॉलेज ऑफ कॉमर्स, श्रीरामपूर

तपशील

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रक्कम अक्षरी रु.

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रु. 9500/-

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हेडक्लार्क

Keele

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Shrinampur

प्राचार्य

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C.P.E. Status
(2017-18)

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PARAMARSHA Scheme
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Ref No. 5434/22-23 Date: 24-01-2023

Prin. Dr. C. J. Khilare M.Sc. M.P.Ed. Ph.D.

To
Dr Tupe Balasaheb Ganpat
Subject: letter of Acceptance and Invitation

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Conference Convener
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608

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तारीख: 20/01/2023

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तपशील वेग प्रिव्हेट आयंटरराष्ट्रीय पाणिज्य व क्लवस्थापन
परिषद

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रक्कम (अंकी) 808

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कलावे.

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College Index No. 121 00 007
U. Index No. 27500016371

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PARAMARSHA Scheme
(2019-20)

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To

Mr. Chaudhari Kailas Tukaram

Subject: letter of Acceptance and Invitation

Dear Author,

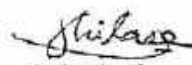
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Thanking you,


Conference Convener
Commerce and Management




Principal
Karmaveer Bhaurao Patil Mahavidyalaya,
Pandharpur



५०/९/१७

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No. 1895

जि. सोलापूर.

तारीख : 20/09/2022

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रक्कम अक्षरी रु. एक हजार पाचशे पन्नास (IMP5-302014570 2495)

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हेडक्लार्क

प्राचार्य

प्र.प्राचार्य

सी.डी.जैन कॉलेज ऑफ कॉमर्स
श्रीरामपूर, जि.अहमदनगर



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U. C. No. 1272/2011
U. C. No. 1192/2011

Office : (02106) 223104 * E-mail : kbppandharpur@gmail.com * Website : www.kbprnautonomous.in

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(Since 2013)

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(2014)

U.G.C.
C.P.E. Status
(2012-16)

U.G.C.
PARAMARSHA Scheme
(2013-25)

Ref. No. 5434/22-23 Date: 24-01-2023

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To

Kulkarni Sachin Vijayrao

Subject: letter of Acceptance and Invitation

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Conference Convener
Commerce and Management




Principal
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Pandharpur



31/02/2020

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No. 806

(स्वायत्त)

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तारीख : 20/2/2023

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रक्कम (अंकी) रु. ७५००० खाते

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क्लार्क

हेडक्लार्क

Keddy

प्राचार्य

Principal

C.D.Jain College of Commerce
Shrirampur, Dist. Ahmednagar



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krdatir@oksbi

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Mahavidyalaya, Pandharpur

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Jr. College Index No : J 2409 091
U-DISE No : 27309510571

Office : (02186) 223104 * E-mail : kbppandharpur@gmail.com * Website : www.kbpmahautonomous.in

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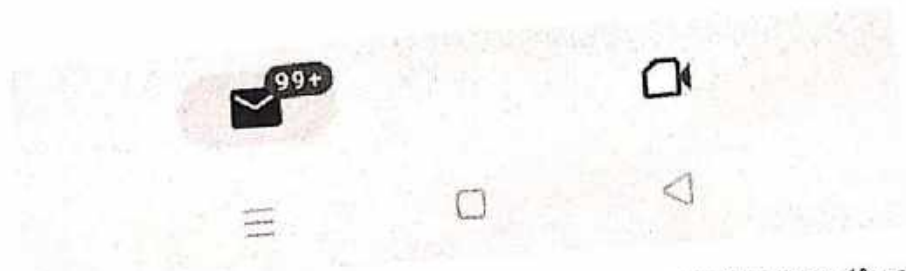
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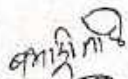
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Trends in Current and Emerging Hrm

ABSTRACT

The goal of this paper is to establish the importance of Human Resource Management and how it emerged, to provide some evidence of its context, to discuss its potential and future development. Many specialists underlined the fact that human resource requires more attention and careful management than any other resource of an organisation. The recent trends start from the change of the term includes personal management to the term human resource management, it also includes the changes from letters to mail, record notes to computers, attendance registers to card swipe and bio metric system, manual data maintenance to HR software system, cash salary to card through banks and account transfers increment promotions and other based on experience to benefits on performance, help through juniors or clerks to self-help system etc.

The role of the HR manager must parallel the needs of the changing organisation. Successful organisations are becoming more adaptable, resilient, and quick to change directions and customer - Centred. Within this environment, the HR professional must learn how to manage effectively through planning, organizing, leading and controlling the human resource and be knowledgeable of emerging trends in training and employee development.

Keywords: Management, Human resource, Personal Administration, Talent Management, skills, Knowledge, International HRM, HRM trends, Policies, Motivation, Relation, HR manager.

INTRODUCTION

Human resource management is a process of bringing people and organisations together so that the goal of each other is met. The role of HR manager is shifting from that of a protector and scanner to the role of a planner and change agent. Personnel directors are the few corporate "heroes." The today focuses in business personnel. Nowadays it is not possible to show a good financial or operating report unless your personnel relations are in order. The major purpose of HRM is to increase and improve the productive contribution of personnel to the organisation in more ethical, social and administratively responsible way. This purpose emerged from commonly called Industrial relations, Personnel Administration, Industrial Psychology and personal management. Research shows that its aim is to create a whole organisational culture that binds workers to the company's objectives with full professional commitment, integration and quality work.

The continent is experiencing a relatively high level of economic growth compared with some developed economies, high levels of uncertainty from the pandemic and financial crisis, dramatic technological advancement and rapidly changing business strategies and structures as well as a growing trend of non-standard employment, practically in emerging economies like China and India. (Lavin & Monteiro, 2019; Schwab, 2019)

HR professionals are facing many challenges in the current business scenario like workforce diversity, technical up gradation and global political environment change in

information communication technology. All these challenges increase the pressure on HR professional to attract, retain and nature talented employee. HR professional can't ignore these challenges rather than ought to be in line to design and execute innovative mechanisms of developing skills and Competencies of human resources to prepare them to accept the emerging.

The 21st century put forwards various challenges and opportunities along with work pressure, it is necessary to enhance the productivity of the people and treat them as a "Human being" as it is vital source of economic activity.

The 21st century brings with it enormous opportunities but also enormous pressure, if the companies will not improve the productivity of the people and treat them "human beings" which are the vital objects of all the economic activities leading towards industrial development. Now there is worldwide consensus on human resource being one of the major means of increasing efficiency, productivity and prosperity of the firm. Over the years, highly skilled and knowledge based jobs are increasing while low skilled jobs are decreasing. This calls for further skill mapping through proper HRM initiatives. Organisations are also witnessing a change in systems, management culture and philosophy due to the Global alignment of Indian organisations. There is a need for multi skill development.

RESEARCH METHODOLOGY

The current research paper is based on Secondary data source such as journal articles, books and online database. Objective of the research paper is to identify the new trends in emerging HRM practices. (Chada Ankur 2008)

New trends in international HRM:

The global trends in HRM placed more emphasis on number of responsibilities, functions, correlations, relocations and orientation to helps the human resource to adapt with the changes in the global palaces with experience of own country.

Maritime Knowledge virtual guru

- ❖ Selection of employees requires careful scrutiny, evaluation and prejudice free of the personal characteristics of the candidate and his /her spouse for the development of organization.
- ❖ Training and development extends beyond information and orientation training in includes sensitivity training and field experiences that will enable the manager to understand cultural differences better. Managers need to be protected from career development risk, re - entry problems and cultural shock.
- ❖ To combine the home and global environment with the evaluations, performance and appraisal with the help dual information sources.
- ❖ To support the Human Resource organisation customise the overall support strategic according to local environment.
- ❖ In many European countries - Germany for one, law establishes representation. Most of the time organizations negotiate the agreement with the HR Union at National and International level.

* HR manager should take into account the following aspects to ensure success:

- Use workforce and skills and abilities in order to exploit environmental opportunities and naturalize threats.

- Employee innovative reward plans that recognize employee contributions.
- Indulge in continuous quality improvement through TQM and HR contributions like training, development, counselling etc.
- Utilize people with distinctive capabilities.
- Decentralized operations and rely on self-managed teams to deliver goods in difficult times. It has quickly commercialised ideas from its research labs.
- Lay off workers in a smooth way explaining facts to unions, workers and other affected groups.

HR manager today are focusing attention on the followings:

- ✓ Policies: - HR policies based on trust, equity and consensus.
- ✓ Motivation: - To create an environment in which people willing to work with zeal an enthusiasm and take new opportunities in organization. The working culture is too being like that the employee should consider as its own company.
- ✓ Create conditions in which people are willing to work with zeal, initiative and enthusiasm; make people feel like winners.
- ✓ Relations: - Relations with the employees should be healthy at work place.
- ✓ Change agent: - Prepare workers to accept Technological changes by clarifying doubts.
- ✓ Quality consciousness: - Employee should be the quality conscious and al the quality parameter should be reflected in the administrative decisions. Commitment to quality in all aspects of Personnel administration will ensure success.

Due to the new trends in HR, the HR manager should treat people as resources, reward them equitably, and integrate their aspirations with corporate goals through suitable HR policies. These themes were identified by Cooke and Kim (2018), Varma and Budhwar (2014), Tung (2016), Jackson, Schuler and Jiang (2014), Jiang and Messersmith (2018) and Tarique, Briscoe and Schuler (2018)

Emerging Trends: -

- HRIS: - virtual HR uses technology to provide HR programs via an employee self-service platform. Typically include the use of such items as voice response systems and virtual media. All the HRIS is learned and practiced through a software application Learning Management Software and System for the administration, documentation, tracking, reporting, and delivery of training programs.
- Updated Professional Roles: - An HR generalist is the person responsible for performing act to the end of HR activities and an HR Specialist means a person with in-depth knowledge and expertise in a limited area like recruiting, planning, selection, payroll, back office and customer relationship management etc.
- Recruitment and Interviewing Trends: - The recent era majority of organization recruiting through the third party vendor with the appropriate training for the particular job. The expenses on training and recruitment are reduced by the multinational firms. Major MNC are recruiting human resource through the online examination and learning module for fresher. Replacement staff or Permanent full time employees are recruited on the previous job experience. So that Human Capital Management a collective knowledge, skills, and abilities of an organization's employees.

- Influence of Social Media: - The first is Internet sourcing using social media profiles, blogs, and online communities to find and search for passive candidate data and information. The second is social distribution. This involves social networks as a means to distribute jobs either through HR vendors to share job openings through online social networks. Ex. LinkedIn, Facebook, Twitter, Google, etc. Social Media plays a major role in the HR field.
- Payment benefits: - Mean wage is the average wage for a worker in a specified position or occupation, which is determined by adding together the total wages for all incumbents in a specific position or occupation and then dividing it by the total number of incumbents and Median Wage is the margin between the highest-paid 50% and the lowest-paid 50% of workers in a specific position or occupation.
- Employment Benefits: - Recently the employees are provided with various benefits like Flexitime working whether the working hours of the workers are flexible (not fixed) to the convenience of the workers (i.e.) 24/7 time. Individuals should provide Equal Employment opportunities in all aspects, and a plan whereby employee's gain stock ownership in the organization for which they work is known as Employee Stock Ownership.
- Planning Trains: -
 - Workforce Diversity: In the past HRM was considerably simpler because one workforce was strikingly homogenous. Today's workforce comprises people of the different workforce. One means of achieving that is through the organization's benefits package leads to a family-friendly organization. HRM must train people of different age groups to effectively manage and deal with each other and to respect the diversity of views that each offer.
 - Employee Assistant Programme: Providing counselling and other help to employees having emotional, physical, or other personal problems. A work-based intervention program designed to identify and assist employees in resolving the personal problems that may be adversely affecting the employee's performance.
 - KPI: Key performance indicators are quantifiable, specific measures of an organization's performance in a certain area of its business. Once uncovered and properly analysed it can be used to understand and improve organizational performance and overall success.
 - KSA: Knowledge, Skills, and Ability. The attributes required to perform a job; are generally demonstrated through qualifying experience, education or training.
 - ERP: An ERP of the company vital to run the business. ERP helps in the planning, inventory management, Sales and Purchase, marketing, finance and human resource management with the performance appraisal report and leave, salary and insensitive reports.

CONCLUSIONS

This paper is about the recent trends in the HRM for the development of organizations. HRM is the vital resources and helps to enhance the practices, experience and social welfare of the organization. To reduce the mobility of professional personnel HR people, have to motivate them with monetary and non-monetary techniques.

HR professionals cannot motivate employees from only financial techniques but they can motivate from non-financial techniques. HRM dealing with different cultural people, managing workforce diversity, technology, and information changes to overcome with these challenges training is necessary of HR people.

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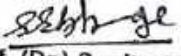
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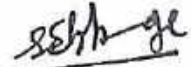


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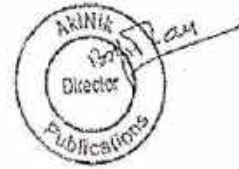
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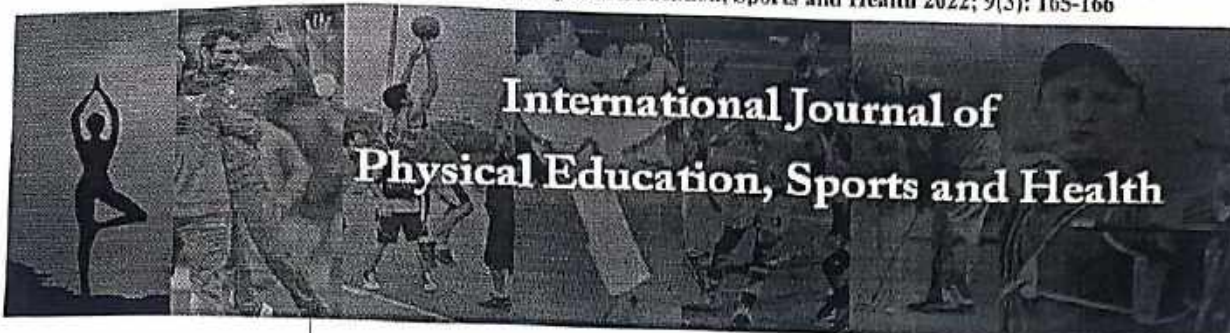
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Pawar Vishal Subhash
Director of Physical Education,
C. D. Jain College of
Commerce, Shirampur,
Ahmednagar, Maharashtra,
India

Role of nutrition in performance enhancement and postexercise recovery

Pawar Vishal Subhash

Abstract

Various variables add to accomplishment in game, and eating routine is a key part. A competitor's dietary necessities rely upon a few viewpoints, including the game, the competitor's objectives, the earth, and down to earth issues. The significance of individualized dietary counsel has been progressively perceived, including everyday dietary exhortation and particular guidance previously, amid, and in the wake of preparing or potentially rivalry. Competitors utilize a scope of dietary methodologies to enhance execution, with expanding glycogen stores a key system for some. Sugar consumption amid practice keeps up large amounts of starch oxidation, forestalls hypoglycemia, and positively affects the focal sensory system. Late research has concentrated on competitors preparing with low starch accessibility to upgrade metabolic adjustments, however whether this prompts a change in execution is misty. The advantages of protein allow for the duration of the day following activity are currently all around perceived. Competitors should intend to keep up sufficient levels of hydration, and they ought to limit liquid misfortunes amid exercise to close to 2% of their body weight. Supplement utilize is boundless in competitors, with ongoing enthusiasm for the gainful impacts of nitrate, beta-almandine, and vitamin D on execution. In any case, an unregulated supplement industry and coincidental sully of supplements with prohibited substances builds the danger of a positive doping result. In spite of the fact that accessibility of nourishment data for competitor's changes, competitors will profit by the counsel of an enrolled dietician or nutritionist.

Keywords: Catchphrases, sustenance, eat less, sport, competitor, supplements, hydration

Introduction

Sustenance is progressively perceived as a key part of ideal wearing execution, with both the science and routine with regards to sports nourishment creating rapidly. Recent examinations have discovered that an arranged logical nutritious methodology (comprising of liquid, starch, sodium, and caffeine) contrasted and a self-picked wholesome procedure helped no elite sprinters finish a marathon run faster and prepared cyclists finish a period preliminary faster. Whereas preparing has the best potential to build execution, it has been assessed that utilization of a carbohydrate- electrolyte drink or generally low measurements of caffeine may enhance a 40 km cycling time preliminary execution by 32- 42 and 55- 84 seconds, respectively. Confirmation underpins a scope of dietary procedures in improving games execution. It is likely that consolidating a few systems will be of more prominent advantage than one technique in isolation. Dietary procedures to upgrade execution incorporate streamlining admissions of macronutrients, micronutrients, and liquids, including their organization and separating for the duration of the day. The significance of individualized or customized dietary counsel is winding up progressively recognized, with dietary procedures shifting as indicated by the individual competitor's game, individual objectives, and reasonable items (eg, nourishment inclinations). "Competitor" incorporates people contending in a scope of game sorts, for example, quality and power (eg, weight-lifting), group (eg, football), and perseverance (eg, marathon running). The utilization of dietary supplements can upgrade execution, gave these are utilized suitably. This original copy gives a diagram of dietary systems utilized by competitors, the viability of these techniques, accessibility of sustenance data to competitors, and dangers related with dietary supplement consumption.

Corresponding Author:
Pawar Vishal Subhash
Director of Physical Education,
C. D. Jain College of
Commerce, Shirampur,
Ahmednagar, Maharashtra,
India

Expanding muscle glycogen stores before work out

Starch stacking intends to amplify a competitor's muscle glycogen stores preceding continuance practice enduring longer than a hour and a half. Advantages incorporate postponed beginning of weariness (roughly 20%) and change in execution of 2%–3%.⁷ Initial conventions included an exhaustion stage (3 long stretches of serious preparing and low sugar admission) trailed by a stacking stage (3 long stretches of diminished preparing and high starch intake). Further research indicated muscle glycogen focuses could be upgraded to a comparative level without the glycogen-consumption phase, and all the more as of late, that 24 hours might be adequate to boost glycogen stores. Current proposals recommend that for supported or discontinuous exercise longer than a hour and a half, competitors ought to expend 10–12 g of sugar for every kg of weight (BM) every day in the 36–48 hours preceding exercise. There seems, by all accounts, to be no favorable position to expanding pre-practice muscle glycogen content for direct power cycling or running of 60– a hour and a half, as noteworthy levels of glycogen stay in the muscle following exercise. For practice shorter than a hour and a half, 7–12 g of starch/kg of BM ought to be expended amid the 24 hours preceding. Some yet not all thinks about have indicated upgraded execution of irregular high-force exercise of 60– a hour and a half with sugar stacking. Starch eaten in the hours preceding activity (contrasted and a medium-term quick) has been appeared to build muscle glycogen stores and sugar oxidation, stretch out process duration to exhaustion, and enhance practice performance. Specific proposals for exercise of longer than a hour incorporate 1–4 g of starch/kg of BM in the 1–4 hours prior. Most investigations have not discovered upgrades in execution from devouring low glycolic file (GI) sustenance's before exercise. Any metabolic or execution impacts from low GI nourishments give off an impression of being constricted when starch is expended amid work out.

Fat as a fuel amid continuance work out

There has been an ongoing resurgence of enthusiasm for fat as a fuel, especially for ultra endurance work out. A high-starch procedure restrains fat usage amid exercise, which may not be advantageous because of the bounty of vitality put away in the body as fat. Making a situation that streamlines fat oxidation conceivably happens when dietary sugar is decreased to a level that advances ketosis. However, this methodology may debilitate execution of high-power action, by adding to a decrease in private dehydrogenises movement and glycogenolysis. The absence of execution benefits found in contemplates exploring "high-fat" weight control plans might be credited to deficient starch limitation and time for adaptation. Research into the execution impacts of high fat eating methodologies proceeds.

Protein

While protein utilization before and amid perseverance and obstruction practice has been appeared to upgrade rates of muscle protein combination (MPS), an ongoing audit discovered protein ingestion close by sugar amid practice does not enhance time– preliminary execution when contrasted and the ingestion of satisfactory measures of starch alone.

Liquid and electrolytes

The reason for liquid utilization amid practice is basically to keep up hydration and thermoregulation, along these lines profiting execution. Confirmation is developing on expanded

danger of oxidative worry with dehydration. Fluid utilization before practice is prescribed to guarantee that the competitor is all around hydrated preceding starting exercise. furthermore, precisely arranged hyper hydration (liquid over-burdening) before an occasion may reset liquid adjust and increment liquid maintenance, and therefore enhance warm tolerance. However, liquid over-burdening may build the danger of hyponatremia and effect contrarily on execution because of sentiments of completion and the need to urinate. Hydration necessities are firmly connected to sweat misfortune, which is exceptionally factor (0.5–2.0 L/hour) and subject to sort and length of activity, surrounding temperature, and competitors' individual characteristics.³⁵ Sodium misfortunes connected to high temperature can be generous, and in occasions of long term or in hot temperatures, sodium must be supplanted alongside liquid to diminish danger of hyponatremia. It has for quite some time been proposed that liquid misfortunes more prominent than 2% of BM can weaken performance, however there is discussion over the suggestion that competitors keep up BM by liquid ingestion all through an event. Well-prepared competitors who "drink to thirst" have been found to lose as much as 3.1% of BM with no disability of execution in ultra endurance events.³⁸ Ambient temperature is essential, and a survey showed that activity execution was safeguarded if misfortune was confined to 1.8% and 3.2% of BM in hot and calm conditions, separately.

Conclusion

Athletes are always looking for an edge to improve their performance, and there are a range of dietary strategies available. Nonetheless, dietary recommendations should be individualized for each athlete and their sport and provided by an appropriately qualified professional to ensure optimal performance. Dietary supplements should be used with caution and as part of an overall nutrition and performance plan.

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Trends in Current and Emerging Hrm

ABSTRACT

The goal of this paper is to establish the importance of Human Resource Management and how it emerged, to provide some evidence of its context, to discuss its potential and future development. Many specialists underlined the fact that human resource requires more attention and careful management than any other resource of an organisation. The recent trends start from the change of the term includes personal management to the term human resource management, it also includes the changes from letters to mail, record notes to computers, attendance registers to card swipe and bio metric system, manual data maintenance to HR software system, cash salary to card through banks and account transfers increment promotions and other based on experience to benefits on performance, help through juniors or clerks to self-help system etc.

The role of the HR manager must parallel the needs of the changing organisation. Successful organisations are become more adaptable, resilient, and quick to change directions and customer - Centred. Within this environment, the HR professional must learn how to manage effectively through planning, organizing, leading and controlling the human resource and be knowledgeable of emerging trends in training and employee development.

Keywords: Management, Human resource, Personal Administration, Talent Management, skills, Knowledge, International HRM, HRM trends, Policies, Motivation, Relation, HR manager.

INTRODUCTION

Human resource management is a process of bringing people and organisations together so that the goal of each other is met. The role of HR manager is shifting from that of a protector and scanner to the role of a planner and change agent. Personnel directors are the few corporate "heroes." The today focuses in business personnel. Nowadays it is not possible to show a good financial or operating report unless your personnel relations are in order. The major purpose of HRM is to increase and improve the productive contribution of personnel to the organisation in more ethical, social and administratively responsible way. This purpose emerged from commonly called Industrial relations, Personnel Administration, Industrial Psychology and personal management. Research shows that its aim is to create a whole organisational culture that binds workers to the company's objectives with full professional commitment, integration and quality work.

The continent is experience a relatively high level of economic growth compared with some developed economies, high levels of uncertainty from the pandemic and financial crisis, dramatic technological advancement and rapidly changing business strategies and structures as well as a growing trend of non-standard employment, practically in emerging economics like China and India. (Lavin & Monteiro, 2019; Schwab, 2019)

HR professionals are facing many challenges in the current business scenario like workforce diversity, technical up gradation and global political environment change in

information communication technology. All these challenges increase the pressure on HR professional to attract, retain and nature talented employee. HR professional can't ignore these challenges rather than ought to be in line to design and execute innovative mechanisms of developing skills and Competencies of human resources to prepare them to accept the emerging.

The 21st century put forwards various challenges and opportunities along with work pressure, it is necessary to enhance the productivity of the people and treat them as a "Human being" as it is vital source of economic activity.

The 21st century brings with it enormous opportunities but also enormous pressure, if the companies will not improve the productivity of the people and treat them "human beings" which are the vital objects of all the economic activities leading towards industrial development. Now there is worldwide consensus on human resource being one of the major means of increasing efficiency, productivity and prosperity of the firm. Over the years, highly skilled and knowledge based jobs are increasing while low skilled jobs are decreasing. This calls for further skill mapping through proper HRM initiatives. Organisations are also witnessing a change in systems, management culture and philosophy due to the Global alignment of Indian organisations. There is a need for multi skill development.

RESEARCH METHODOLOGY

The current research paper is based on Secondary data source such as journal articles, books and online database. Objective of the research paper is to identify the new trends in emerging HRM practices. (Chada Ankur 2008)

New trends in international HRM:

The global trends in HRM placed more emphasis on number of responsibilities, functions, correlations, relocations and orientation to helps the human resource to adapt with the changes in the global palaces with experience of own country.

Maritime Knowledge virtual guru

- ❖ Selection of employees requires careful scrutiny, evaluation and prejudice free of the personal characteristics of the candidate and his /her spouse for the development of organization.
- ❖ Training and development extends beyond information and orientation training in includes sensitivity training and field experiences that will enable the manager to understand cultural differences better. Managers need to be protected from career development risk, re - entry problems and cultural shock.
- ❖ To combine the home and global environment with the evaluations, performance and appraisal with the help dual information sources.
- ❖ To support the Human Resource organisation customise the overall support strategic according to local environment.
- ❖ In many European countries - Germany for one, law establishes representation. Most of the time organizations negotiate the agreement with the HR Union at National and International level.

* HR manager should take into account the following aspects to ensure success:

- Use workforce and skills and abilities in order to exploit environmental opportunities and naturalize threats.

- Employee innovative reward plans that recognize employee contributions.
- Indulge in continuous quality improvement through TQM and HR contributions like training, development, counselling etc.
- Utilize people with distinctive capabilities.
- Decentralized operations and rely on self-managed teams to deliver goods in difficult times. It has quickly commercialised ideas from its research labs.
- Lay off workers in a smooth way explaining facts to unions, workers and other affected groups.

HR manager today are focusing attention on the followings:

- ✓ Policies: - HR policies based on trust, equity and consensus.
- ✓ Motivation: - To create an environment in which people willing to work with zeal an enthusiasm and take new opportunities in organization. The working culture is too being like that the employee should consider as its own company.
- ✓ Create conditions in which people are willing to work with zeal, initiative and enthusiasm; make people feel like winners.
- ✓ Relations: - Relations with the employees should be healthy at work place.
- ✓ Change agent: - Prepare workers to accept Technological changes by clarifying doubts.
- ✓ Quality consciousness: - Employee should be the quality conscious and al the quality parameter should be reflected in the administrative decisions. Commitment to quality in all aspects of Personnel administration will ensure success.

Due to the new trends in HR, the HR manager should treat people as resources, reward them equitably, and integrate their aspirations with corporate goals through suitable HR policies. These themes were identified by Cooke and Kim (2018), Varma and Budhwar (2014), Tung (2016), Jackson, Schuler and Jiang (2014), Jiang and Messersmith (2018) and Tarique, Briscoe and Schuler (2018)

Emerging Trends: -

- HRIS: - virtual HR uses technology to provide HR programs via an employee self-service platform. Typically include the use of such items as voice response systems and virtual media. All the HRIS is learned and practiced through a software application Learning Management Software and System for the administration, documentation, tracking, reporting, and delivery of training programs.
- Updated Professional Roles: - An HR generalist is the person responsible for performing act to the end of HR activities and an HR Specialist means a person with in-depth knowledge and expertise in a limited area like recruiting, planning, selection, payroll, back office and customer relationship management etc.
- Recruitment and Interviewing Trends: - The recent era majority of organization recruiting through the third party vendor with the appropriate training for the particular job. The expenses on training and recruitment are reduced by the multinational firms. Major MNC are recruiting human resource through the online examination and learning module for fresher. Replacement staff or Permanent full time employees are recruited on the previous job experience. So that Human Capital Management a collective knowledge, skills, and abilities of an organization's employees.

- Influence of Social Media: - The first is Internet sourcing using social media profiles, blogs, and online communities to find and search for passive candidate data and information. The second is social distribution. This involves social networks as a means to distribute jobs either through HR vendors to share job openings through online social networks. Ex. LinkedIn, Facebook, Twitter, Google, etc. Social Media plays a major role in the HR field.
- Payment benefits: - Mean wage is the average wage for a worker in a specified position or occupation, which is determined by adding together the total wages for all incumbents in a specific position or occupation and then dividing it by the total number of incumbents and Median Wage is the margin between the highest-paid 50% and the lowest-paid 50% of workers in a specific position or occupation.
- Employment Benefits: - Recently the employees are provided with various benefits like Flexitime working whether the working hours of the workers are flexible (not fixed) to the convenience of the workers (i.e.) 24/7 time. Individuals should provide Equal Employment opportunities in all aspects, and a plan whereby employee's gain stock ownership in the organization for which they work is known as Employee Stock Ownership.
- Planning Trains: -
 - Workforce Diversity: In the past HRM was considerably simpler because one workforce was strikingly homogenous. Today's workforce comprises people of the different workforce. One means of achieving that is through the organization's benefits package leads to a family-friendly organization. HRM must train people of different age groups to effectively manage and deal with each other and to respect the diversity of views that each offer.
 - Employee Assistant Programme: Providing counselling and other help to employees having emotional, physical, or other personal problems. A work-based intervention program designed to identify and assist employees in resolving the personal problems that may be adversely affecting the employee's performance.
 - KPI: Key performance indicators are quantifiable, specific measures of an organization's performance in a certain area of its business. Once uncovered and properly analysed it can be used to understand and improve organizational performance and overall success.
 - KSA: Knowledge, Skills, and Ability. The attributes required to perform a job; are generally demonstrated through qualifying experience, education or training.
 - ERP: An ERP of the company vital to run the business. ERP helps in the planning, inventory management, Sales and Purchase, marketing, finance and human resource management with the performance appraisal report and leave, salary and insensitive reports.

CONCLUSIONS

This paper is about the recent trends in the HRM for the development of organizations. HRM is the vital resources and helps to enhance the practices, experience and social welfare of the organization. To reduce the mobility of professional personnel HR people, have to motivate them with monetary and non-monetary techniques.

HR professionals cannot motivate employees from only financial techniques but they can motivate from non-financial techniques. HRM dealing with different cultural people, managing workforce diversity, technology, and information changes to overcome with these challenges training is necessary of HR people.

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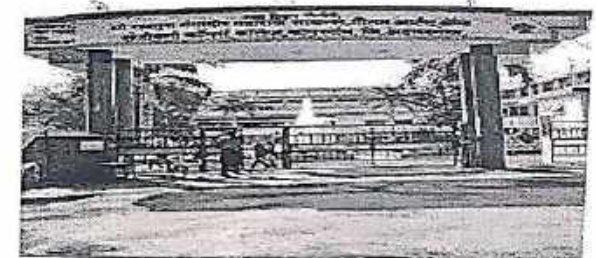
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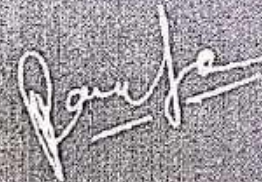
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“Customer Relation Management through E-Banking”

ABSTRACT

Marketers have practiced relationship marketing for some time; however internet technologies made it possible to manage many relationships one at a time. Customer relationship management is used to create and maintain relationships with employees, business customers in the supply chain, lateral partners and final customers. "CRM is a three legged building; these three legs are sales force automation, marketing automation and customer service". An important trend in CRM is the integration with supply chain management (SCM). When the firms front end, back end & supply chain all focus on the consumer, value is delivered, satisfaction is increased & the firm has a competitive edge. CRM depends on information and on technology using company – side tools & client – side tools. E marketers use a variety of software for implementation & metrics to assess the performance & value of using the internet for CRM.

Keywords: CRM(Customer Relationship Management). SCM(Supply Chain Management) Marketing Automation Customer Service, CISCO Systems. Wallet share.

INTRODUCTION

> The CISCO Story

Cisco Systems, Inc. is a company that practices what it preaches. Cisco primarily provides internet networking systems for corporate, government & education clients worldwide. At Cisco, internet plays a major role in acquiring, retaining & growing customer business. Cisco has become quite adept at online customer relationship management (CRM). CISCO develops long-term customer relationships one at a time (1.1). A Cisco customer with an investment in a software & high satisfaction is a

brand loyal & will not easily be enticed by competition. This customer will slowly spend an increasing amount of money on additional product & services & also refer others. According to Hayward Business Review authors Thomas Jones & Earl Sesser, "Increased customer loyalty is the single most important driver of long-term performance." Business 2.0 calls "relationship capital", as the most important asset; a firm can have ("Relationships Rule" 2000). The CRM approach represents a major shift in marketing practice; from mass marketing to individualized marketing & from focusing on acquiring lots of new customers to retaining & building more business from a smaller base of loyal high - value customers. Although many industrial firms have practiced customer relationship management for Long - time, now firms in the consumer service market (ex.Google.com), & even marketers of consumer packaged goods work to build long - term consumer relationship as 1:1.

OBJECTIVES

- To provide an overview of the purpose & process of building a company's relationship capital through customer relationship management (CRM).
- To elaborate the three facets of CRM in E- Banking.
- To study the eight building blocks needed for effective & efficient e-marketing CRM.

METHODOLOGY

The research paper is based on secondary data. The researcher has collected the information from various books, records of CRM, research journals, websites related to CRM. Marketing named the customer focus relationship marketing (also 1:1 marketing). As originally defined, "Relationship marketing is about establishing, maintaining, enhancing, and commercializing customer relationship through promise fulfillment". Good relationships are built when company personnel meet the promises made by sales- people & promotional messages. An organization using relationship marketing focus on wallet share more than market share. "Wallet share is the amount of sales a firm can generate from one customer & thus reflects a focus on relation & growth rather than an acquisition focus (market share)".

For ex. Amazon wants to sell books, music, household appliances & move to each customer. Relationship marketing differentiates individual customers based on need rather than differentiating products for target group- such as a buyer on a novel by a particular author. It will be more profitable for Cisco to identify its best customer, get to know them individually & suggest additional products based on their needs than to spend all its efforts acquiring new customers. If Cisco is successful, clients will eventually buy all their networking products & services from the firm (greater wallet share). Cisco saves on promotional & price discounting expenditure by spending time on customer relation versus customer acquisition.

CRMS FACTS

Many e-marketers, especially those focusing on CRM software capabilities, suggest that CRM has three facts-

- Sales force automation
- Marketing automation
- Customer service.
- The first occurs primarily in the B2B market, while the second & third are important in all markets.
- ❖ **Sales for Automation (Sfa):-** "Increase your sales, not your sales force, proclaim SFM software. SFA helps the sales force acquire, retain & grow customer by assessing customer & product data from the companies' data warehousing both while in office & on the road.
- ❖ **Marketing Automation:-** It is "a disciplined approach to the capture, integration & analysis of customer data (that) is needed to identify & leverage customer relationship & opportunities to their fullest. This emerging space, called marketing automation, forms the core of the knowledge engine which drives customer relationship management (CRM)".
- ❖ **Customer Service:** - Customer service permeates every stage of customer acquisition, retention & development practices, although most services occurs post purchase when customers have questions or complaints.

For ex.:- Mercedes -Benz takes customer service to a new level with its "teleweb" technology. The consumer types a question in to a form on the website & receives an immediate phone call from a Mercedes representative.

CRM BUILDING BLOCKS

These are the eight important CRM components used for e-marketing, based on a Gartner Group CRM model.

- **CRM Vision:** - Many organizations purchase expensive CRM software just because of successful competition. But to be successful, the CRM vision must start at the top and filter throughout the company to keep the firm completely customer focused. One key aspect of this vision is how to guard customer privacy as CRM is based on trust.
- **CRM strategy:** - E-Marketers must determine their objectives & strategies before buying CRM technology. Many of these CRM goals refer to customer loyalty. Most firms would be delighted if they had customers who proudly wore their brand name on clothing & tried to talk others into buying a brand- like customers of Harley-Davidson & Apple Computer.
- **Valued Customer Experience:** - Being a consumer can be difficult because of constant bombardment by marketing communications and unlimited product choices, Jagdish Sheth (1995) wrote that from a consumer's perspective, the basic tenet of CRM is "choice reduction". Many consumers are "loyalty prone", searching for the right product or service and then sticking with it as long as the promises are more or less fulfilled. For ex-: Many customers continued buying from Amazon.com because of good previous experiences.
- **Organizational Collaboration:-** Marketers collaborate both within & outside the organization within the firm, cross functional teams join forces to focus on customer satisfaction to create a CRM culture. Buyer benefits by having desk top access to convenient product information, click-of-a-mouse purchasing, product delivery tracking, online training & expedited delivery.
- **CRM Processes:** - CRM involves an understanding of the customer care life cycle. Firms Monitor & attract customers, both online & off-line, as they progress through the stages, target, acquire, transact, service, retain & grow. This process begins with the e-marketing plan when companies select target markets.
- **CRM Information:-** Information is the lubricant of CRM. The more information a firm has the better value it can provide to each customer & prospect in terms of more accurate, timely & relevant offerings. A

- Customer who provides increasing more personal information shows enough trust in the firm to invest in the relationship.
- **CRM Technology:** -_Technology greatly enhances CRM Processes. Incoming toll-free numbers, electronic kiosks, fax-on-demand, voice mail and automated telephone routing Are examples of technology that assist in moving customers through the life cycles the internet, however, are the first fully interactive & individually addressable low- cost multimedia channel- it forms the centerpiece of a firm's CRM abilities.
- **CRM Metrics:-**_E-marketers use numerous metrics to assess the internet's value in delivering CRM performance – among them are ROI, cost saving, revenues, customer satisfaction & especially the contribution of each CRM tactic to these measures.

Thus in short, according to “Jeef Bezos, President, Amaazon.com”
If you have a UN happy customer on the internet, he doesn't tell his six friends, he tells his 6000 friends.

CONCLUSIONS

- ❖ E- Banking is a facet building block for customer relation management.
- ❖ CRM goal refer to customer loyalty.
- ❖ CRM process begins with the E- Banking.

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- 1) Mr. Yadav P.S.
- 2) Prof. Dr. Gawali Shirish Nana
C.D.Jain College of Commerce, Shrirampur

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The Study Role of Colleges in Students Labour Market Alignment

ABSTRACT

The current phase of economy is very difficult when its question of employment. So it's very important to solve the problem of unemployment issue. This can be possible with a qualitative higher education system which is not just only in numbers. But also provide an effective skill transforming sector of youngster and which also trying linking the gap between labour market and students skills. So these studies try to focus on actual problem and some of the possible outcomes of it.

Keywords: - Higher education, Labour Market, Skills, Employment

INTRODUCTION

The Indian higher education system is one of the largest in the world. There are new challenges and regulations from the management being faced by these institutions –both in the public and private sector. Which are growing at too fast pace. In the light of this situation, skill development has gained a push in India's policy-making circles in New Delhi. The central government's concern with shortage of skilled workers in nation. As a result, the old structures of labour market are now required to undergo drastic changes to satisfy the expectations of their students and the market. There is no substitute to quality of higher education and the country should prepare itself to export the Indian brand of education to foreign countries. Higher education in India is passing through a phase of unprecedented expansion, marked by an explosion in the volume of students, a substantial expansion in the number of higher education institutions, and a quantum jump in the level of public funding.

But with this India Skill Report -2020 provides a preview of talent landscape in the country stating only 47 per cent today's employability, which is affected by changes in the demand for skills and changing nature of jobs (GUPTA, 2020). The transformation of industrial organisations has created demand for tech-savvy professionals having first-hand knowledge of Artificial Intelligence and Robotics. Various stakeholders of higher education have made a beginning in implementing new initiatives for creating future ready workforce and positive outcomes will be observed in the near future. The report also shows a slight improvement in employability of engineering students and a downfall in employability of management graduates. India is reported to have 140 million young college goers before 2030. And thus the country should pursue massive structural and systemic changes to produce better results in the field of higher education and distance learning.

STATEMENT OF PROBLEM

Industry expectations most often do not match with the curriculum, i.e. based on traditional evaluation methods. Many reports have repeatedly highlighted the limitations of graduate students. The third edition of the National Employability Report, Engineering

Graduates - 2014, released by a private employability solutions company, revealed that though 18.33% of the engineers are employable, 18.09% actually get a job. Of the 1.2 lakh candidates surveyed across nation, 91.82% lack programming and algorithm skills, 71.23% has problem of soft and cognitive skills, 60% deficiency of domain skills, 73.63% not fluent English speaking and comprehension skills and 57.96% have poor analytical and quantitative skills (Kaushal, 2016). The employers expect students to be competent in the latest trends, but academia is often slow and emphasizes the basics of the subjects, which are often outdated. Unfortunately, very little attention is paid to the understanding and development of these employability skills, which are often overshadowed by the degree. This paper highlights that higher education skilled offered in India is mismatched with the needs of current labour market, resulting in a shortage of skilled workers in the nation.

OBJECTIVES

According to statement of problem present study has drafting some of the following objectives:-

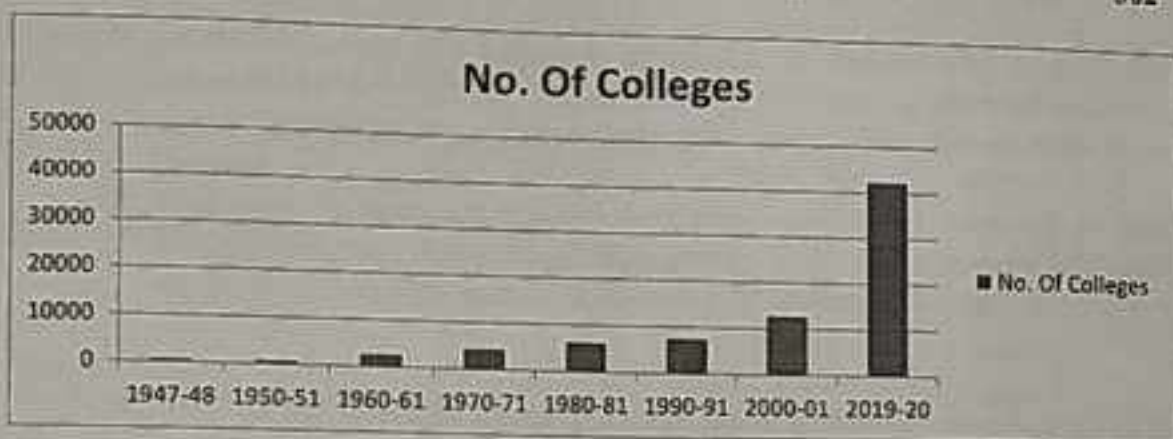
- To study the current higher education position in Maharashtra.
- To understand problem relating labour market alignment condition.
- To identify the based practices for labour market alignment of higher education institution

METHODOLOGY

The current study has following descriptive study methodology for paper. The present study is based on secondary data only. For research purpose various reports and periodicals and online data used.

HIGHER EDUCATION POSITION

Higher education in India has expanded rapidly over the past two decades. This growth has been mainly driven by private sector initiatives. There are genuine concerns about many of them being exploitative. Higher education in India covers all post-secondary education beyond class twelve in different subject areas including all professional courses such as engineering and technology, medical, agriculture etc. It comprises three levels of qualifications - Bachelor's or undergraduate degree programmes, Master's or post graduate degree programmes and Master of Philosophy (M.Phil.) and Doctor of Philosophy (PhD). Higher education takes up economy to different roles in society and spurs technological innovation that drives economic growth. The higher education system in India develops rapidly after independence. In 1980, there were 132 universities and 4738 colleges in the country established around five per cent of the eligible age group in higher education. Today, while in terms of numbers there are 1043 Universities, 42343 Colleges and 11779 Stand Alone Institutions as per report of AISHE report 2019-20. While comparing to number of universities has been increased from 25 in 1947 to 348 in 2005. The number of colleges has increased from 700 in 1947 to 42343 in 2020. The total enrolment increased from 0.1 million in 1947 to 38.5 million in 2005 (Table 1).



This diagram represents that India has good growth in sector of higher education when we comparing it on the basis of figures of colleges established and students enrolled for higher education. But only increase in numbers is not sufficient to solve the unemployment issue in India. For this we try to understand problem relating to labour market alignments.

PROBLEM RELATING LABOUR MARKET ALIGNMENT

It is important that the country's capacity in higher education is aligned to the need for skills from the economy, which would include the demand for teachers from the education system itself. Since higher education institutions it cannot create jobs, a mismatch between the demand and the supply of quality and number of graduates would lead to unemployed graduates and / or a shortage of graduates with certain kind of skills. Yet, the slow revival of the economy was aided by the positive hiring intent of small, medium and large industry. If the jobs available in India cannot meet the demands of a highly qualified youth from various domains, the future will witness a rise in alternating career paths among students of any given domain. Similarly, when the demand rises in certain sectors like IT, Pharma, Healthcare, Engineering & Energy, the available resources should be competent to match the industry expectations. The coexistence of higher educated unemployment and shortage of skills reflects the paradox of the Indian higher education system. To avoid mismatch, capacity of the higher education system has to be aligned to the labour-markets. The choice of an alternate career is easily available to most students due to the access to technology and this could affect the job-ready talent available for many industries. The Wheelbox National Employability Test survey analysis for 2021, let's explore the results for overall employability of students. About 45.9% of students in this year's survey were identified as employable or job-ready. This is a significant decline by 0.1% from last year's employability score which stood at 46%. The overall trend is a positive indication of the available talent resources in various industries. This is because more technical students are employable, matching up to the demands of many industries. However, having a job-ready talent pool of 45.9% requires the opportunities to furnish this country's economy (Wheelbox, 2021).



Above figure shows that there is decline in employability among students is witnessed for the second year in a row, after a jump in employability witnessed between 2016-2018. Notably, the highest employable percentage was found in the age group between 18-21 at 40%, indicating the structural changes at the core of the employability landscape of India. From the years 2019-2021, the employability rating has dropped by 2 points, standing at 45.9% today (Wheelbox, 2021). it is due to the Covid-19 impact.

PRACTICES FOR LABOUR MARKET ALIGNMENT OF HIGHER EDUCATION INSTITUTION

From above problem and situation following practices can help overcome the situation for colleges and students.

- ❖ Selecting programs and determining levels of enrolment based on what is known about employer demand is most directly related to job vacancy alignment. At minimum, these efforts seek to ensure that the programs offered lead to jobs in demand among employers in the target labour market.
- ❖ Colleges and college systems may also manage enrolment within programs so that the number of graduates matches the job openings for workers.
- ❖ Higher education officials commonly tend view skills alignment as adjusting program and curriculum content based on labour market needs. This raises a central tension of LMA in balancing the needs of stakeholders in determining labour markets and employers with which to align and whether to pursue a broad or tight approach to skills alignment.
- ❖ Higher education systems, institutions, and programs vary significantly in how tightly they seek to align their curricular content with the immediate, or technical, or anticipated future needs of employers versus maintaining broader content that supports students' long-term learning goals and overall flexibility in the labour market.

- ❖ Institutions convey that content to students is an essential step in achieving alignment. A growing set of initiatives and literature on teaching strategies supports the notion that active and applied learning as well that promotes work readiness.
- ❖ Work-based learning opportunities have long been viewed as a way to gain learning experience that develops skills relevant in the labour market. So Higher education institute must look for that developing opportunity for students.

CONCLUSION

This study shows that there is huge growth in Indian Higher education sector. But it not reflects when we correlate with need and demands of labour market. so now it is responsibility of colleges to develop various practices and activity which can enlarge potential of college students towards current labour market situation. This paper is also suggesting to establishment placement cell in colleges it must be compulsory by Higher education department of GOI and UGC to linking colleges and labour market.

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Mailing Address:

Dr. Rita Prasad,
C-24, Hari Marg, Malviya Nagar, Jaipur-302017
Phone - 0141-2521549 Mobile : 09314631852

INDIA

Email: rita.prasad@rosejournal.com
atishay@rosejournal.com, rosejournal@rosejournal.com

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