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Human resource utilization process in organizations

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Abstract

Purpose: The primary purpose of this research is to identify the role of HR and its utilization in maximizing organizational performance. The role of the HR process is highly decisive within organizations. HRM or simply HR is the management workforce that is responsible for attraction, training, assessment, and the selection and rewarding of employees.

Methodology: The secondary data collection approach is used instead of the primary research method in order to save time and cost.

Findings: The findings of the study illustrate that organizations utilize the HR process to perform various tasks such as the hiring of new employees, their training, giving compensations and rewards and evaluate the performance on a weekly and monthly basis. Besides these, the organizations utilize the HR process to make decisions and problem-solving. Thus, it concludes that the HR utilization process is essential for organizations to enhance the productivity and satisfaction of employees.

Research limitation: The following study does not focus on a particular sector to analyze the importance and effects of an HR utilization process. Therefore, future study must focus on a particular sector.

Originality/Value: The study explores the utilization process of HR in enhancing organizational performance. Linking this topic has created a new study regarding the HR utilization process.

Keywords: HR, Utilization process, organizational performance

Introduction

Companies thrive and struggle when people struggle a lot. As a business, there are plenty of strategies and steps that may implement to ensure the success of the companies. The concept of HR is very old, however, the human resource process still considered as important within the organization. HR is the process of managing people within an organization both at the micro as well as macro levels. At a macro level, human resource managers deal with the employees as an individual. The managers at the micro-level identify the strengths, weaknesses and unique needs of the employees. While at a macro level, the HR manager navigates sensitive situations in order to solve the problem.

The human resource management process is an ongoing process that deals with the people who work for that organization. The HR process includes various tasks such as recruitment, selection, training, and evaluation of the employees. The HR process utilizes in almost every type of organization whether it is small scale or large scale. HR process is a primary function in an organization that designed to maximize the employee's performance of employee strategic objectives. It is a concerned process with the management of people within the organization. The utilization of the HR process is essential for organizations to effectively managing and utilizing the people. It is a significant approach under the work design process, career development as well as organizational mobility.

It is essential to mention here that the greatest asset of any organization is Human resource management. It is the primary role of an organization is to meet the goals and objectives of the company through an effective and efficient process. It is unfortunate that most of the multinational companies neglect the role of HR and development within the organization that badly affect their business environment and profitability. The primary functions of an HR department are given below,

- Recruitment and selection
- Training and Development
- Strategic management
- Giving compensations and benefits
- Labor compliance law

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- Maintain employee-employer relationship
- Provide a safe environment
- Policy formulation and implementation
- Risk management and total rewards

HR skills and development consider as the basic needs of an organization that helps to achieve the strategic goals. It provides a unique source of the competitive environment that is difficult to replicate and replace. The utilization of HR is an interesting and significant topic in the 21st century. The following study provides the importance and utilization of HR management and process in different organizations. It provides how the HR process is effective and useful for an organization in order to achieve significant goals. The study further explains the role and impact of HR utilization on organizational growth as well as development.

Moreover, it is well known that the effective and efficient use of resources by the managers is what called the HR process. A healthy human resource process consists of a skilled and competent workforce. The more competent is a workforce that an organization has, the healthier and significant is the HR process and vice versa. With the help of the HR utilization approach, the HR department fulfills the needs and requirements of its people in multiple areas. An effective HR utilization process consists of the following process such as, Proper utilization of resources is important to maintain productivity.

- Moreover, the effective use of resources helps to engage in better visibility and reducing the risks oversight.
- The proper utilization of the HR process leads to success in an organization and maintains the development.
- At the same time, the utilization of the HR process promotes the activities and leads to business effectiveness.
- Other factors that HR utilization process lead to manage the employees in order to increase labor productivity and recognize personnel management.
- The effective use of HR process helps to enhance the abilities as well as the capabilities of employees that further leads to organizational success.

Significance and objectives

- The foremost objective of the paper is to identify the utilization of the HR process within organizations.
- The second objective of the paper is to explain the role and importance of HR utilization in organizational development and success.
- Moreover, the study evaluates how training and development and other significant factors affect the performance of the employees and how it leads to overall organizational success.
- Another primary objective of this study is to determine the concept of HR utilization in meeting the objectives and goals with higher output.

It is well argued that organizational needs and requirement requires a plan to occupy labor force which helps to boost the quality product and profit-making of an organization. The utilization of HR process and activities are significant to an organization in order to meet the financial and nonfinancial goals. As it has already discussed in detail that

the utilization process of HR is very important to perform various tasks and activities. Without the development of HR, an organization cannot fulfill its needs and goals.

One of the primary factors for which HR utilization is important for an organization is meeting the financial goals. For instance, with the help of the human resource process the managers hire employees, give training and made them capable to do work. The employee's work and organization meet the financial objectives. Without people/workers or employees an organization cannot meet the financial objectives. Therefore, the utilization of the HR process is essential for an organization to meet its strategic objectives.

On the other hand, the utilization of the HR process is vital to motivate employees in order to get higher benefits. The HR managers hire employees and give them compensations to high their morale level. The highly motivated employees, the more they work for organizational goals and objectives. in short, the utilization of HR management is very critical for an organization to carry a successful business.

Literature Review

There is a number of researches conduct regarding HR utilization and its importance to increase output. It is a fact that the utilization of the HR process and development is a significant way for an organization in order to enhance performance. A study conducted by authors in 2015 explained that the HR utilization process is essential for all organizations to perform various tasks and activities.

HR utilization

Study conduct by Francis F, demonstrate that the utilization of HR process is effective for organizational growth. According to the study, the assessment of HR utilization directly affects the growth and output of the organizations in a positive way. According to the study, the utilization of the HR process,

“The term HR utilization is a process of employ the right worker at right time by the manager”.

The managers within an organization utilize the HR process and proceed with the activities for a number of reasons. With the help of HR activities and development, the managers able to fulfill the needs and requirements of the company. According to the study, the activities that are performed with the help of HR managers are given below,

- Recruitment & Selection
- Training and Development
- Employee compensations and benefits rewards
- Participant and involvement

The author of the study illustrates that one of the biggest activities that are performed with the help of HR managers and its utilization process is recruitment and selection of good employees from the pool of people. The HR utilization process allows HR managers to perform formal activities undertaken by the organization in order to help employees to acquire skills and experience. The author address that recruitment and selection activities entirely affect the profitability of an organization. with the help of recruitment and selection, the HR managers select and hire new employees for the betterment of employees.

Secondly, the author describes that the utilization of the HR process is essential for the training and development of the employees. The training & development activities are foremost for the employees to acquire new skills as well as

development. The more a company focuses on the training and development of its employees, the more it gets benefits. Therefore, the utilization of the HR process provides effective results.

Thirdly, according to the study, the HR process essential for giving employee compensations, rewards and performance appraisal processes. The HR managers are responsible to evaluate and analyze the performance of their employees and reward them with the best. The more a company rewards its employees with the best, the more employees motivated to do work. Therefore, in short, the utilization of the HR process is effective to motivate employees. All of this possible due to HR utilization.

Assessment if HR utilization process

Another primary research that was conducted in 2015 explains the assessment of HR development and its utilization in order to enhance profitability. The study conducted by different authors demonstrates that the utilization of the HR process affects the conceptual framework of an organization.

According to the authors if study, most of HRM theories or development based on the private sector approach. Moreover, the people managed under public sector organizations are far different from private sector organizations. Therefore, the main objective that has been explained in this paper is about the development of the conceptual framework that private sector organizations used to perform activities. The subparts of the conceptual framework are given below,

- External factors affect the HRM subsystem such as employee performance and other practices.
- Environmental factors such as political, legal and socio cultural.
- Moreover, an effective HRM system has many functions
- Employee performance also influenced by several factors
- Three HR subsystem such as staffing, utilization, and HRD

Further, the study analysis and results demonstrate that the external factors significantly affect the HRD system and utilization process within the organization. One of the significant external factors economic factors affect the utilization of HRD. The merging economic factors and trends affect the rules, regulations, and policies of a company. The findings of the study illustrate that the utilization of the HR process affects the performance of a company in a positive way.

Utilization of HR and the role of IT

Another research that was conducted in 2015 illustrates the utilization of HR with the primary role of IT. The author of the study shows that the utilization of HR is used for the training, development, hiring, selection as well as the firing of employees.

Moreover, the study shows that in today's business environment the HR managers use different ways for the solution of HR problems. For instance, the author describes that there are various ways administrative apps, work optimization solutions, service delivery, workforce management, HR help desk, and other ways are used to solve the issues related to the organization. This shows that

the utilization of the HR process is very effective for overall organizational performance.

Effectiveness of HR utilization in different projects

Another research conducted by the authors explains the effectiveness of HR utilization in different projects. The study demonstrates that Human Resources of the organization is also considering as human capital for exploitation, improving, advancement and the indication of firms' and nations' objectives. It also concerned with the creation of the company's values and developing a positive attitude towards the work. There are no organizations, firms, or industries that can run or operate effectively, sustain in changing and competitive environments without a competent labor force. Human resource development ensures that the employees in the organization did not become passive and stagnant but they should be engaged in continuous improvement.

According to the study, the utilization of HR affects the success of new projects such as hiring new employees, their training, development, and performance appraisal. This shows that the role of the HR utilization process is essential for the development and success of companies. The HR process conduct by managers not only affects the performance of the project but positively affect organizational performance.

Methodology

The study of research methods provides basic and specific techniques such as choosing materials for specific methods, training in the tools and techniques and other scientific tools. A research methodology plays a crucial role in a research study such as informing action, proving the theory and contributing to developing knowledge of own field or the relevant study.

Either a research paper adopts a primary method to collect the data or a secondary approach to collect the data and saves time. Basically, the primary research approach is one in which the researcher collects the data that has not been collected yet. When the researcher collects the data the first time is known to be the primary approach to collect the data. The most common ways of primary research data collection are,

- Interviews
- Survey questionnaires
- Field experiments
- Field observation

While, on the other hand when a researcher collects the data by existing sources is known to be a secondary data collection technique. The common ways to collect the secondary/existing data are,

- Publishers
- Books
- Encyclopedias
- News articles
- Govt. documents
- Historical records
- Statistical database
- Journal articles

The data regarding HR utilization collected through secondary sources. Different journal articles and publishers review and data has been collected. The existing articles

since the year 2015 have been reviewed and the results found. It is interesting to discuss this the secondary research approach is used in this paper for a number of reasons.

The secondary research method is more time consuming when it comes to the collection of data, due to which a researcher has to include a small sample size in order to avoid wastage of time and extension of budget. Moreover, it is difficult to make systematic comparisons in the qualitative research method. For example, if people gave a wide range of responses rather than the actual percentages. In this method, the data is mainly collected through existing sources such as published papers, document analysis, and other observational methods. Moreover, other primary advantages are given below based on this data collection approach is used in a given research.

- It provides the extensiveness of data
- It saves time and money
- It makes easy to carry out further research
- It may help to clarify the research question

Results and Analysis

In research, data is collected with the help of a secondary approach which involves reviewing different articles. This whole process is known as data analysis. However, the main purpose of the data analysis is to collect and transform the data within the goal of discovering the required information. The results obtained in this process are communicated within the suggested conclusions made in the research with the help of analysis. Different research papers have been reviewed regarding the utilization of the HR process.

Basically, there are different types of data analysis process; however, the most important are descriptive analysis, diagnostic analysis, and statistical analysis. A descriptive analysis is known as the foundation of all data insight. It is referred to as one of the common data used today. It simply answers the questions that ask what happened by summarizing the past experience or past data in the form of dashboards.

The findings of existing studies illustrate that the utilization of HR is crucial for all scale organizations in order to perform various tasks and activities. HR is the greatest asset of every organization; organizations cannot survive without HR activities and processes. A study related to the role of HR utilization in the assessment and growth process of an organization conducts a regression analysis and analyze the results.

The results of coefficients and statistics show that the utilization process of HR helps in the growth and development of the company. Precisely, the value of the Durbin Watson test is 1.705 which is an ideal value. The value of the Durbin Watson test indicates that there is a positive relationship between HR utilization process and organizational growth. Moreover, it is found that the utilization of HR does not only affect the development of a company but it also helps in performing various tasks as well as activities. The HR managers with the help of HRM hire select and trained new people that directly affect the goodwill of the company. The company hires new employees to increase the productivity, skills, communication, ideas and overall performance of the company which only come true by the HR utilization process.

At the same time, the findings of the tests in a study by F, Francis show that the HR utilization process impacts the

manpower, training, and development of employee performance. When employee performance increases, the overall organizational performance also enhanced. After reviewing the articles, it is found that the HR process is very important for the success and development of an organization. It provides various benefits that overall affect organizational performance. All hypotheses of the study accepted that shows that HR utilization has a positive relationship with organizational development and success. Further, the results of another study illustrate that successful organization attributes their past success partly to the way they deal with their people. The results of the study found that there are several factors that affect the effectiveness of the HR utilization process. It is found that,

HR programs and policies

The availability of HR policies and programs positively affect employee satisfaction and performance. A successive HR approach within the organization demonstrates that all employees are treated fairly and equitable. The HR programs affect the HR utilization process including remunerations, promotion, performance evaluation, employee benefits, placement, and disciplinary programs.

Monitoring and evaluation of HR programs

Similarly, the continuous monitoring and evaluation of HR utilization programs help to attract, motivate and retain employees within the organization. Therefore, it is analyzed that the utilization of HR activities helps in retaining, attracting and motivate employees to enhance the overall performance of the organization.

Additionally, it is analyzed and found that the HR utilization process affected by new technologies such as the role of IT within the organizations. The modern large as well as small scale organizations. E-Electronic helps in the HR process to hire people. Nowadays, HR managers hire interviews and select employees through electronic ways which is a significant approach rather than traditional methods. This shows that IT also plays a significant role in the HR process and activities.

It saves time as well as a cost under the hiring process. Most of the large scale organizations trained their employees in electronic ways. Thus the information technology in this 20th century develops new opportunities regarding organizational development and success.

Finally, the whole analysis section demonstrates that HR is a key department in every organization, whether it is a small scale or large scale organization. HR managers manage people by performing HR activities. It cannot be neglect that an organization succeeds without having HR practices. HR process has the biggest role in a company's success as well as development in a perfect way.

Limitation and future research

The first limitation of this study that it does not focuses on a particular sector regarding the utilization and role of the HR process. The study discussed the utilization of the HR process overall. Secondly, the study ignores the primary method to collect the data such as taking an interview from HR managers or questionnaire techniques such that. Future studies must focus on these factors for better and effective outcomes. This will also help a researcher to gain better outcomes regarding the HR process and its utilization.

Conclusion

The following study investigates the importance and utilization of HR within the workplace. The primary focus of the paper-based on analyzes the utilization of the HR process. The study conduct and data collected by using the second approach. Various research/ journal articles studied in a literature study that demonstrates that the role of HR utilization process is important. The literature review illustrates the concerns of HR and its role from a different perspective.

The discussion of results and findings shows that the HR utilization process is essential to perform various activities such as hiring, firing, employee compensations, remunerations, training, and development as well as evaluation. This shows that HR activities directly affect organizational performance and employee satisfaction.

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