

**Department of D.H.E. Harayana approved
One Day National Seminar
on
GLOBAL HRM PRACTICES IN INDIA:
ISSUES AND CHALLENGES**

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Global HRM Practices in India: Issues and Challenges

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FOREWORD

Human resource management plays an essential role of bridging the expectation of the employers and the aspiration level of the employees in an organization. Liberalization, privatization and globalization have brought subtle changes to the Indian industries. The industries have been opened to the global competition with the resources, manpower and technology available to them. In such a competitive global scenario the Industries require suitable human resource personnel. However, in the changing global environment the challenges before the HR managers expect their strategic skills to prove their competence in the industry.

Some research work presented by delegates at National Seminar on the theme “Global HRM Practices in India - Issues and Challenges” held at Sanatan Dharma College, Ambala Cantt on March 28, 2018 has been compiled in this proceeding.

One day national seminar on the theme “Global HRM Practices in India- Issues and Challenges” is the output of tremendous effort put up by the organizing committee. It has been organized by Department of Commerce & Management in collaboration with Directorate of Higher Education, Haryana. The Seminar provided a platform to discuss Global HRM and the related implementation issues and Challenges.

It gives me immense pleasure to know that participants and resource persons across the country have come together on a single platform to reflect upon the different business opportunities available. The relevance of the theme of the Seminar has drawn a huge response in terms of research papers and participants.

I would like to congratulate the editors along with their dedicated organizing committee for success of the seminar.

I wish this seminar proceedings will be of immense use for the readers and would stimulate further research in the concerned domain.

(Dr. Rajinder Singh)

Principal

PREFACE

One day National Seminar on “Global HRM Practices in India: Issues and Challenges” was organized on March 28, 2018 by Department of Commerce & Management in collaboration with Directorate of Higher Education, Haryana.

In order to empower professionals to meet the challenges in the changing work environment, there is an urgent need to promote Global HRM Practices in Corporate Sector of India. The main objective of this seminar was to provide a forum to the academicians, professionals and research scholars to discuss and understand the concept of Global HRM Practices in Corporate Sector of India and to draw some meaningful conclusions which may be helpful to remove the challenges in the implementation of Global HRM Practices in Corporate Sector of India.

This one-day Seminar revealed different ways of dealing with specific issues and challenges faced by the Indian Corporate Sector as discussed by many academicians and researchers. The Seminar has brought together renowned resource persons from reputed academic organisations like University Business School – Panjab University Chandigarh, Punjabi University Patiala, Kurukshetra University Kurukshetra, NITTTR Chandigarh, etc. to exchange and share new ideas and research results in all aspects of the seminar theme. Some key aspects highlighted by them were the solutions for addressing the challenges and impediments in the way to implementing Global HRM Practices in Corporate Sector of India.

The seminar was a grand success with around 200 participants including academicians, industry experts and research scholars from all over India who participated in the seminar and exchanged their views and had deliberations on the issues and challenges of implementing Global HRM Practices in India, E-Recruitment, Green HRM, HR & Stress Management, HR Outsourcing, Talent Retention, Innovative HR Practices, etc.

This book is a collection of papers presented by the academicians and scholars in this seminar. Also, this has been ensured that the rights of the paper authors are respected by including their original work except little reformatting to meet the publishing standards.

ACKNOWLEDGEMENT

Globalization has made Indian Corporate sector to accept that the human is the most vital resource for growth. Now companies are using innovative HR practices to catch up with rapidly developing labour landscape. To face the ever growing challenges, HRM is going to be even more significant in future. In this context, One day National Seminar on the theme “Global HRM Practices in India: Issues and Challenges” was organized on March 28, 2018. We are highly grateful to Directorate of Higher Education, Haryana for the timely financial assistance, guidance and motivation in organizing the seminar. We acknowledge the active participation from faculty members, research scholars, industry experts and students who brought forward the ideas and concepts related to the HR practices that prevail globally.

We are grateful to our ever-encouraging college management and honourable Principal for the constant motivation and guidance and for giving us the opportunity to invite academicians across the country for the fruitful deliberations on the themes of the seminar and also to compile the proceedings of the seminar in form of a book. We further extend special thanks to Mr. Rajeev Chander Sharma, HOD, Department of Commerce and Management and Convener of the Seminar for providing an intellectual platform to researchers for sharing their research work and ideas on the seminar theme. We also appreciate the resource persons for sharing their knowledge on the topics relevant to the seminar theme. We would like to acknowledge efforts of all members of the organising committee as a whole who left no stone unturned in making this event a grand success. We are sincerely thankful to the esteemed authors and participants for their contributions. We are hopeful that these contributions will enrich our knowledge and motivate many of us to take up these challenging application areas. With the hope of organizing many more such intellectual events in the future, we would like to thank everyone who has contributed directly or indirectly in making this seminar successful.

Esteemed Guests & Resource Persons

- 1. Prof. (Dr.) Sanjay Kaushik**
University Business School,
Panjab University, Chandigarh
- 2. Prof. (Dr.) Rakesh Kumar Wats**
National Institute for Teacher's
Technical Training & Research
(NITTTR), Chandigarh
- 3. Prof. (Dr.) Ajay Suneja**
Department of Commerce,
Kurukshetra University, Kurukshetra
- 4. Prof. (Dr.) Ritu Lehal**
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