Modernizing HR for a Viksit Bharat: Challenges to Overcome and Opportunities to Explore

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Abstract
This paper looks at how HR practices are changing as India works toward becoming a developed country by 2047, a goal set under the "Viksit Bharat @ 2047" plan. With fast-growing technologies like AI, automation and data analysis, the way HR works is also going through big changes. These tools can help companies work more efficiently and keep employees more involved. But they also bring some problems, like the need for new digital skills, people being usure about change, and keeping data safe online. This paper talks about how HR should use technology in a smart way while still focusing on people- by encouraging learning, supporting diversity and inclusion, and caring for employee well-being. In the end it says that if HR uses digital tools wisely, it can help companies grow and support India's goal of becoming a strong and successful nation by 2047.
Keywords: *Human Resource (HR), Viksit Bharat, Changing HR Practices, Challenges, Opportunities*

I.   Introduction: Viksit Bharat @ 2047

India is going through an important time in its history , where big changes are happening. In 2023, Prime Minister Shri Narendra Modi started a program called "Viksit Bharat @ 2047: Voice of the Youth." The goal of this program is to make India a fully developed country by the year 2047, which will mark 100 years of independence. The idea behind "Viksit Bharat" means building a strong, self-reliant, and growing nation where development happens in all areas- like the economy, society, technology, governance, and global presence.

To grow economically, India needs better roads, industries, and transport systems. Using new technologies and encouraging innovation can help improve how things re made and how people work. Also, giving people the right skills and supporting new businesses will help create more jobs. Social development is just as important. When people are educated and skilled, they can improve their lives and help others too. Good healthcare is also necessary so that everyone stays healthy and can work better.

Technology plays a big role in making a country developed. When people are trained in new technologies, they can help create new inventions and make life easier for everyone. Research and development are important for this. Good governance is also needed. When the government works well and people are aware of their rights and duties, the country runs more smoothly. Citizens who are educated and active in democracy help keep the system fair and transparent.

India also wants to be strong globally. When our people are skilled, confident, and aware of different cultures, they can compete with others around the world. This also helps India build a good image internationally.

To make all this happen, the government has started many helpful programs. The Skill India Mission trains people in different skills to help them get jobs. The National Education Policy (NEP) 2020 focuses on giving students a broad and useful education. Pradhan Mantri Kaushal Vikas Yojana (PMKVY) gives job-related training to young people. Ayushman Bharat provides health insurance so that people can stay healthy and work well. Digital India helps people learn how to use technology and gives them access to digital tools.

In short, the people of India – especially the youth – are the heart of the Viksit Bharat dream. By improving education, healthcare, skills , and values, India is preparing strong and capable generation that can lead the country toward a bright and successful future by 2047.

II.   Human Resource Management

In any company or organization, the most important part is its people. Human Resource Management or HRM is the way a company takes care of its employees. It includes many activities like hiring new people, choosing the right candidates, giving them training, helping them grow, and making sure they are happy at work. The main aim of HRM is to help employees do their best so that the company can reach its goals.

HRM started out as something called personnel management, which mostly focused on paperwork and making sure employees were treated fairly. But over time, HRM has changed a lot. Now, it plays a much bigger role in helping companies succeed. Today, HRM is not just about rules and records – it is also about creating a good work environment, keeping employees motivated, and helping them improve their skills.

In today's world, where businesses are changing quickly and competition is high, HRM is more important than ever. It helps companies find and keep talented people who can help them grow. Good hiring and training programs make sure that the right people are chosen and that they keep learning new things. HRM also works to make the workplace a positive and friendly place, which helps employees feel happy and do better in their jobs.

When employees feel heard and supported, they are more lokely to stay loyal to the company. HRM also helps companies follow the law and avoid problems. Another important part of HRM is planning for the future – making sure the company has the right people with right skills for what is coming next.

In this paper, we will look at some of the challenges and opportunities that HRM faces in India today.

III.   Objectives of the study
1. To examine the present condition and trends of Human Resource (HR) practices in India.
2. To analyze the major obstacles faced during the digital shift in HR functions.
3. To investigate potential ways in which digital tools can improve HR operations.
4. To propose a structured approach or model for implementing digital transformation in HR.
5. To assess how digital HR initiatives influence employee satisfaction and overall organizational effectiveness.
6.

IV.   Methodology of the study
This research paper is based on qualitative and exploratory research design. Its aim is to analyze current trends, challenges and opportunities in HR practices and to understand the ongoing transformation in Human Resource (HR) practices in India in the light of the national goal of Viksit Bharat @ 2047.

V.   Limitations Of the study
1. This study is completely based on secondary data sources. Rapid technological changes effects the role of HR directly so it is possible that some findings may become outdated. HR practices in Big Corporate and Small Businesses are different in nature. This study is based on big corporate houses so the result may be different if the focus is on small businesses. Since this research is primarily descriptive, it may not capture the full complexity of HR practices, especially given that each industry follows its own unique strategies and approaches.
2. The conclusions drawn from this study may not be applicable to all organizations or sectors, limiting their generalizability.
3. Due to fast paced nature of technological advancements, some of the insights presented may become outdated over time.
4. Internal resistance to change within organizations could hinder the effective implementation of the HR practices discussed.
5. Variations in an organization's financial capacity, size, and market position may influence the relevance and applicability of the study's findings.

VI.   Review of literature
1. In their 2013 article titled "Digital Workforce Management: Trends and Future Directions" published in the Human Resource Management Review, authors Stone D.L. and Dulebohn J.H. discussed the growing reliance on digital platforms for managing workforce-related activities. Their study emphasized how digital tools are increasingly being used for workforce planning, enhancing employee engagement, and monitoring performance.
2. A 2014 paper by Parry E. and Strohmeier S., published in the International Journal of Human Resource Management under the title "Digital Transformation in HR: An Overview," explored how digitalization has reshaped HR practices. The authors highlighted the evolution from traditional HR to electronic HR (e-HR), noting improvements in operational efficiency and decision-making as key benefits of this shift.
3. In their 2016 study "Challenges of Digital HR Transformation: A Case Study Approach," published in the Journal of Strategic Information Systems, Bondarouk T. and Brewster S. examined the difficulties organizations face during digital transformation. They identified common barriers such as employee resistance, lack of digital competencies and challenges in integrating new technologies within the existing system.
4. Bersin J., in his 2017 article "The Impact of Digital Transformation on Employee Experience" published in the Deloitte Review, emphasized the role of emerging technologies like artificial intelligence, machine

learning, and mobile applications in reshaping HR functions. The study pointed out how these tools are enhancing the employee experience by making HR processes more interactive and efficient.

5. The article "Digital HR: The Path to Digital Business Transformation" by Dery K. and Sebastian I., published in MIS Quarterly Executive in 2017, explored how digital HR contributes to broader organizational transformation. The authors analyzed how digital HR supports the development of a digital culture and facilitates organizational change, helping businesses adapt to the demands of a digital economy.

VII.   Research methodology

This study follows a qualitative research design, using an exploratory and descriptive approach. The primary aim of the study is to develop a deeper understanding of the various challenges and potential opportunities that Human Resource Management faces in the context of digital transformation.

Understanding traditional HR practices in India: A Simple Overview
Human Resource Management (HRM) in India has changed a lot over the years. It has been shaped by our country's culture, economy, and political history.

Ancient times (Pre-Colonial Period)
In early India, jobs and work were mostly managed by guilds called Shrenis and the caste system. Guilds were groups of people like craftsmen and traders who worked together, set rules for their work, and supported each other. The caste system also played a big role- in deciding what kind of work people could do based on their social group. This system influenced how people were hired and treated at work.

British Rule (Colonial Period)
When the British came to India in 18th century, they brought big changes. They built railways, started plantations, and opened factories. This created more formal jobs, but working conditions were often very poor. People worked long hours for low pay. Some laws like the Factories Act 1881 were made to improve things but they were not followed properly.

Post-Independence
After India became independent in 1947, the government focused on building industries and creating jobs. Most jobs were in government run companies. HR work during this time was mostly about hiring people, paying salaries, and following labor laws. Important laws like the Industrial Disputes Act 1947 and the Factories Act 1947 were passed to protect workers and solve problems between workers and employers.

The License Raj (1950s – 1980s)
From the 1950s to the 1980s, the government controlled most businesses. HR practices were very formal and focused on rules and employee welfare. Government jobs were common, and sometimes people got jobs because of political connections. Trade unions were strong and often fought for workers' rights. Benefits like provident funds, healthcare, and pensions were introduced to help workers.

Modern times (1990s – Now)
In the 1990s, India opened up its economy to the world. This brought big changes in how companies worked and how HR was managed. Companies started hiring based on skills and talent. New systems were introduced to check employee performance and give feedback. Training programs became more common to help employees improve. HR department started playing a bigger role in company decisions. They helped with leadership, planning, and making workplaces better. Companies also began focusing on keeping employees happy, building a good work culture, and making sure everyone felt included and respected.

Challenges and What lies ahead
Even though Human Resource (HR) practices in India have improved a lot over time, there are still some problems that need attention. One big issue is the gap between the skills people have and the skills companies need. Also, managing people from different backgrounds and following the rules and laws can be difficult. A large number of workers in India are part of the informal sector, where proper HR systems and social security benefits are often missing.

Looking ahead, the future of HR in India will depend a lot on how companies use technology, how they deal with changing work styles and how they meet expectations of new employees. To do well, businesses will need to use digital tools, support continuous learning and take care of their employees' well-being. These things will help companies succeed in today's fast-changing world.

To sum it up, the history of HR in India shows how the country has grown and changed over time. From old systems like guilds and caste-based jobs to today's modern and strategic HR methods, the journey has been full of progress. As India continues to develop, HR will lay an important role in shaping the future of work and helping organizations do better.

Modern Human Resource Practices in India: A Simple Overview

Human Resource (HR) practices in India have changed a lot over the last 100 years. These changes happened because of the country's growth in areas like economy, society, and law.

Early 1900s: The Start of Worker Welfare

HR in India began in the early 20th century, when industries were just starting to grow. At first, the focus was on taking care of worker's basic needs. For example, when Tata Iron and Steel Company was set up in 1907, it provided housing, healthcare, and education for its workers. These efforts were some of the first steps toward modern HR practices.

After Independence: New Laws for Workers

When India became independent in 1947, the government made many new laws to protect workers. Some important ones were the Industrial Disputes Act 1947, the Factories Act 1948, and the Employees Provident Fund Act 1952. These laws helped improve working conditions and made sure workers were treated fairly. During this time, HR mostly handled paperwork, followed rules, and managed worker problems.

1970s – 1990s: HR becomes more Strategic

In the 1970s and 1980s, HR started to change. It was no longer about rules and records. By the 1990s, India opened its economy to the world through reforms called liberalization, privatization, and globalization. This brought in foreign companies and new ways of working. HR began to focus more on hiring the right people, helping employees grow, and making sure their work matched the company's goals. HR also became a proper profession, with trained experts working in this field.

21st century: Technology changes everything

In the 2000s, technology started playing a big role in HR. Companies began using software to manage employee data, hire people online and track performance. Later, tools like Artificial Intelligence and data analysis helped HR make better decisions. Companies also started caring more about how employees feel at work. They focused in work-life balance, divert, and learning new skills. When COVID-19 hit, remote work became more common, and HR teams had to find new ways to keep employees happy and productive from home.

What is happening now

Today, HR in India is all about using technology, supporting employees, and helping businesses grow. Companies want to build a positive work culture, encourage new ideas, and make sure their teams are ready for the future. HR is now seen as a key part of a company's success, helping people learn new skills and adapt to changes

Changes happening in HR today

1.   Artificial Intelligence (AI) and Machine Learning (ML): AI and ML are making the hiring process faster and smarter. Now, companies use AI tools to read resumes, choose the best candidates and even conduct first-round interviews. ML helps predict how well a person might perform in a job by studying past data. AI is also used to improve employee support- chatbots can quickly answer questions, which keeps employees happy and informed. When it comes to performance, AI and ML help HR teams understand how employees are doing and suggest ways to help them grow.

2.   Automation and Robots: automation is helping HR teams by taking care of repetitive tasks like salary payments, leave tracking, and managing employee benefits. This saves time and reduces mistakes. Robotic Process Automation (RPA) is also used to handle boring and repetitive jobs like entering data or creating reports. This allows HR staff to focus on more important and creative work.

3.   Cloud technology: Cloud-based HR systems have made it easier to manage everything from hiring and training to keeping employee records. These systems can be accessed from anywhere, which is especially helpful for people working from home or in different locations. Cloud technology also makes it easier for teams to work together and stay connected.

4.   Using data: Data analytics is helping HR understand employees better. By studying data, HR teams can see how employees are performing, what they need to improve, and how engaged they are. Predictive analytics also helps HR plan for the future, like figuring out how many people to hire or what kind of training will be needed.

5.   Mobile apps: mobile technology has made HR services more accessible. Employees can now use apps on their phones to apply for leave, check their salary slips, or take part in surveys. Self-service apps also let employees handle many HR tasks on their own, which saves time and makes things more convenient.

6.   Virtual and Augmented Reality (VR/AR): VR and AR are being used to make training more fun and realistic. Employees can learn new skills in a virtual environment that feels like real life. These technologies are also used for virtual onboarding, where new employees can take online tours of the office and complete their joining process from anywhere.

7.   Blockchain: Blockchain technology is helping HR keep employee data safe and secure. It protects information from being changed or stolen. It is also useful for checking if someone's education or work experience is real which makes the hiring process faster and more trustworthy.

8.   Social media and team tools: HR teams now use social media to find new talent and show what it is like to work at their company. This helps attract the right people. Tools like Microsoft Teams and Slack are also used to help employees communicate and work together more easily, especially in remote or hybrid work environments.
9.   Cybersecurity: As more HR work is done online, keeping employee information safe has become very important. Companies are using strong cybersecurity systems to protect against hackers and prevent data from being stolen or misused.

Difference between Old and New HR Practices
HRM has changed a lot over the years. Earlier, HR was mostly about paperwork and basic employee services. But now, it plays a much bigger and more important role in helping companies grow and succeed.
Old HR Practices
In the past, HR was mainly focused on doing office work like keeping employee records, handling salaries, and making sure rules were followed. Most of the work was routine – like hiring people, firing them, and solving small problems. HR would usually wait for issues to happen and then fix them, instead of planning ahead.
The same rules were applied to everyone, without thinking about individual needs. Training programs were rare and not really connected to the company's goals. HR departments worked alone and did not have much say in big business decisions. Performance reviews were done once a year and were often based on opinions, not real results. Also, there was very little use of technology – most things were done on paper.
New HR Practices
Today, HR is seen as a key part of a company's success. It helps in planning for the future and making sure that the right people are in the right jobs. HR now focuses on things like finding talented people, helping them grow, and keeping them happy at work.
Modern HR cares a lot about employees. It tries to make the workplace better by listening to what employees need and giving them chances to learn new skills. Training and development are now ongoing and employees are encouraged to keep learning.
 HR teams now work closely with other departments and help make big decisions. Performance is tracked regularly, and feedback is given more often. Technology is used in almost every part of HR – from hiring to managing employee data. Tools like HR software and apps make things faster and easier.
Companies also focus more on diversity and inclusion, making sure everyone feels respected and valued. Employee well-being is a big priority too. Many companies now offer flexible work hours, wellness programs, and support for work-life balance.

How is HR changing with the way people and workplaces are changing?
The way people work and what they expect from their jobs is changing a lot, especially because of new technology. Because of this the role of HR in companies is also changing. HR is no longer just about hiring people or keeping records – it now plays a big part in helping employees grow, stay happy, and work better.
1.   Hiring and Managing people: HR is now using online tools and apps to find and manage new employees. Websites, social media, and smart software help HR find the right people faster. Since, many people now work from home, HR also uses video calls and online platforms to interview, train, and welcome new employees.
2.   Keeping employees happy and involved: To understand how employees feel, HR uses online surveys and feedback tools. They also try to make work more personal by offering different learning programs, health benefits, and wellness activities that suit each person's needs.
3.   Learning and Skill building: HR encourages employees to keep learning through online courses, webinars, and virtual training. They focus on teaching new skills like using digital tools, understanding data, and working with AI so that employees can keep up with changing job roles.
4.   Managing performance: Instead of waiting for yearly reviews, HR now supports regular feedback and goal-setting. New systems help track how employees are doing in real-time and give helpful suggestions. This makes it easier for both employees and managers to improve and grow.
5.   Creating a positive and Inclusive workplace: HR is working hard to make sure everyone feels included and respected at work. They promote diversity and fairness in hiring and support equal opportunities for all. For remote workers, HR helps build a strong team spirit through online activities and regular check-ins.
6.   Taking care of employee well-being: HR now focuses a lot on mental health and work life balance. They offer wellness programs, flexible work hours, and support for stress and burnout. These efforts help employees stay healthy and happy, both at work and at home.
7.   Using technology in HR: HR uses modern tools like HR software, automation, and AI to make their work easier and faster. These tools help with things like salary processing, managing employee data, and making better decisions using data and trends.
8.   Helping with business planning: HR is now part of big decisions in the company. They help plan for the future, manage changes like company merger or new technology, and make sure employees are ready for what is next.

9.   Following rules and being fair: HR makes sure the company follows all the latest labor laws and treats employees fairly. They also protect employee data and make sure technology like AI is used in the right way.

10.   Handling emergencies and big changes: During tough times like the COVID-19 pandemic, HR played a big role in keeping things running. They made safety rules, helped people work from home, and created backup plans. HR also helps employee be ready for future challenges by building confidence and flexibility.

VIII.   Conclusion

As India works towards its goal of becoming a developed country by 2047, the way HRM works also needs to change. With the rise of new technologies like AI, automation, and data analysis, HR can now do things faster and better. These tools help improve how companies work, keep employees more involved, and make the workplace more efficient. But along with these benefits, there are also challenges like helping employees learn new digital skills, dealing with people who are unsure about change and keeping personal data safe.

To build a strong digital HR system, companies need to find the right balance between using technology and caring for people. It is important to create a work environment where learning never stops and where everyone feels included, respected, and supported. By using technology in smart ways, HR can help build a team that is skilled, confident, and ready to take on new challenges.

In simple words, the future of HR in India is not just about using fancy tools- it is about changing how HR supports people and helps the country grow. If companies can handle digital changes well and still focus on people, HR can play a big role in making India stronger, more successful, and ready to lead in the world.

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