

Vol-2

Contemporary Issues in Human Resource Management

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Contemporary Issues in Human Resource Management Vol-2

by

**Dr. Brajesh Kumar / Dr. Arun Kumar / Dr. Ravish Chandra Verma /
Dr. Sonali Sajjan**



Message

It's a matter of pride to see this edited book on "Contemporary Issues in Human Resource Management". In the dynamic landscape of Human Resource Management, the pursuit of knowledge beyond boundaries. Exploring new avenues in HRM is a culmination of diverse perspectives, innovative insights and scholarly reflections presented by esteemed contributors at the heart of intellectual discourse.

As I explore this ever-evolving terrain and the diverse ideas presented reflected a continuous quest for understanding, challenging traditional viewpoints. Each contributor added a unique perspective to the broader conversation about HRM and its emerging trends. This collection of research papers presents the current dimensions of academic efforts. It encourages readers to join in discovering new insights—this task of a journey into uncharted territories, where the pursuit of knowledge knows no limit.

The articles within these pages travel uncharted territories, offering a panoramic view of emerging trends, groundbreaking research, and transforming practices with Human Capital. This compilation of effort serves as a beacon, illuminating new avenues for exploring and innovation. The collection of papers will provide valuable insights to academicians, entrepreneurs, researchers, government executives and organisations, the corporate world, and the general public.

My sincere Compliments and best wishes to the editors of

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Message

It is my privilege to extend my heartfelt appreciation for the commendable efforts of the editorial team in editing the book titled *Contemporary Issues in Human Resource Management, Volume II*. This book is a testament to Dr. Ravish Chandra Verma, Dr. Brajesh Kumar, Dr. Arun Kumar and Dr. Sonali Sajjan's dedication to advancing knowledge in the field of Human Resource Management (HRM) and addressing critical and contemporary challenges faced by organizations in today's VUCA environment.

The comprehensive scope of this book, covering topics such as workforce diversity, digital transformation, sustainability, and technological advancements in HRM, reflects the editor's vision and commitment to fostering a deeper understanding of the field. The inclusion of contributions from eminent scholars and practitioners further enhances the richness and relevance of the content.

This publication is not only an academic achievement but also a significant contribution to the literature on Human Resource Management. It will undoubtedly serve as a valuable resource for researchers, academicians, and industry professionals seeking insights into the evolving landscape of HRM.

I commend the entire team of this editorial book for undertaking this initiative and bringing together a wealth of knowledge through this edited volume. I am confident that



Message

I am happy to see the edited book 'Contemporary Issues in Human Resource Management' Volume II at the end of this year. The book has varied themes related to Human Resources pertinent to the modern business environment, covering vast areas from analytics to performance management, from organization to spiritual leadership and from outsourcing to Grievance mechanisms. It also covers gender-related issues like women's harassment at the workplace, social issues like Cross-cultural sensitivity and environmental concerns in the form of a Green economy.

The book covers around 26 research papers, and editors have also aptly incorporated papers in *Devnagri Lipi*. Looking through the pattern of the papers incorporated in the current volume, it has been observed that researchers have focused on CSR concerns, Ecological concerns, and Economic concerns along with the HR practices of the current century. As the modern businesses require modern solutions, in the same way, modern HR practices require modern tools of analytics, which the researchers have incorporated in the present volume.

The effort of editors is visible in bringing out this volume by selecting papers from different sub-sections of the human resource and it is plausible from my side. My sincere thanks to all the editors of the title namely, Dr. Arun Kumar, Dr. Ravish Chandra Verma, Dr. Brajesh Kumar, and Dr. Sonali Sajjan for taking care of modalities in selection of the research paper with

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HR Analytics: Transforming Workforce Management Through Data-Driven Insights

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Abstract

This chapter investigates the growing significance of HR analytics in enhancing workforce management within organizations. By utilizing data analytics, HR professionals can make informed decisions that lead to improved employee engagement, retention, and overall performance. The literature review examines foundational frameworks, methodologies, and case studies demonstrating the effectiveness of HR analytics. The research objectives focus on understanding the drivers of HR analytics adoption and its impacts on organizational outcomes. Employing qualitative and quantitative research methodologies, the chapter presents findings that underscore the importance of data-driven HR practices. The discussions highlight best practices and future directions for HR analytics, culminating in a conclusion that emphasizes its essential role in modern human resource management.

Keywords: Workforce, Data Analytics, employee engagement, methodologies etc.

Introduction

In today's rapidly evolving business environment, organizations face significant challenges in managing their human resources effectively. Traditional HR practices, often