TRANSFORMATIONAL HUMAN RESOURCE: PATH FOR ULTIMATE SUCCESS

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ABSTRACT
Transformational HR usage is nowadays in terms of defining the average length of employment, leaving reasons, rehiring cost factors and developing strategies for retaining the talent. Main tactics that helps an HR department for preparing itself for shifting to transformational HR including increasing value & scope, increase transactional efficiency and get buy-in from management.

With that we tend to analyze the effect of transformational HR on organizational efficiency and effectiveness through standardization and technological change. With such fast moving business environment and marketplace, the HR department have to play a critical player for the strategic path of HR and its communication as it act as one of the essential components for any successful organization plan.

This case study deals with global trends that have evolved the role of human resource strategically. It covers almost all the horizontals of human resource which covers the changes in almost every aspect of life such e-learning which brings creativity in terms of video conferencing, the corporate social responsibility with “GREEN HR” as major highlight, the assessment centers used for performance appraisal, recruitment task to be aligned with strategic needs of organization and various other aspect.

KEYWORDS: Green HR, Recruitment, Transformational HR.

REFERENCES:


