

Implications of Human Resource Management with communication Skills in Current Scenario of The Organization

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Abstract: This research paper explores the profound influence that an individual's comprehension of human resource management and proficiency in effective communication can exert on an organization's overarching structure. Through an interdisciplinary analysis encompassing organizational theory, human resource management strategies, and communication dynamics, this study investigates the intricate interplay between these pivotal factors. By delving into case studies and empirical data, the paper underscores how a comprehensive understanding of human resource management practices and adeptness in communication skills can induce transformative shifts in an organization's hierarchy, operational processes, and employee relationships. The findings illuminate the pivotal role of leadership's awareness of these dynamics in fostering a harmonious and adaptable organizational framework. This paper contributes to both theoretical perspectives and practical insights, underscoring the imperative for organizations to prioritize human resource management knowledge and communication competencies to navigate contemporary challenges and achieve enduring success in an evolving business landscape.

Keyword:. Human Resources Management, Organization structure, Human resource management, Understanding, Effective communication, Impact ,Organizational dynamics, Leadership, Employee relationships, Operational processes

I Introduction

In the ever-evolving landscape of modern business, organizations are confronted with a multitude of challenges that demand adaptability, innovation, and seamless functioning. Amidst these challenges, two fundamental aspects emerge as linchpins in shaping the trajectory of an organization: human resource management and effective communication. The intricate dynamics of these elements wield a substantial influence over an organization's overarching structure, and their significance has been increasingly acknowledged in scholarly and professional circles. This paper delves into the intricate interplay between an individual's comprehension of human resource management practices and their prowess in effective

communication, and how these factors collectively exert a transformative impact on the entire fabric of an organization.

The architecture of an organization's structure goes beyond its physical arrangement; it encompasses the allocation of roles, responsibilities, decision-making hierarchies, and the overall flow of information and authority. Recent shifts in the business landscape have placed a renewed emphasis on human resources as a strategic asset, necessitating a profound understanding of human resource management practices. Concurrently, the advent of digital communication platforms has redefined how information flows within and outside organizations, amplifying the significance of effective communication skills. While these aspects are often studied independently, their synergistic interplay can potentially reshape an organization's very essence.

Understanding human resource management goes beyond routine personnel administration. It involves strategically aligning an organization's workforce with its objectives, nurturing talent, and fostering a culture of engagement and productivity. Similarly, effective communication transcends mere information transfer; it entails the ability to convey ideas, thoughts, and goals in a manner that resonates with diverse stakeholders. Leadership that possesses a keen awareness of both these realms can harness their combined potential to mold an organizational structure that is agile, collaborative, and geared towards sustainable success.

This paper embarks on an interdisciplinary journey, drawing insights from organizational theory, human resource management strategies, and communication dynamics. It combines theoretical frameworks with practical illustrations from case studies and empirical data to illustrate the transformative power that emanates from a comprehensive grasp of human resource management intricacies and adept communication skills. By examining the interrelationship between these factors, this study aims to shed light on the pivotal role they play in shaping an organization's hierarchy, operational processes, and the quality of employee relationships.

In an era where the business landscape is characterized by complexity, volatility, and rapid change, the insights garnered from this research hold particular relevance. As organizations strive to navigate uncertainty and harness innovation, an exploration of how an individual's understanding of human resource management and communication skills can significantly impact an organization's structure offers a compelling perspective. By examining the nexus of these factors, this study seeks to contribute both theoretical insights and practical

recommendations that underscore the importance of prioritizing human resource knowledge and communication competencies to build resilient, adaptive, and successful organizations.

1.2 Objectives:

This research paper aims to achieve the following objectives:

- 1. Examine the Linkage:** To establish a comprehensive understanding of the intricate interplay between an individual's comprehension of human resource management principles and their proficiency in effective communication within an organizational context.
- 2. Analyze Transformational Impacts:** To investigate how a profound understanding of human resource management practices and adept communication skills can lead to transformative shifts in an organization's structure, including its hierarchy, decision-making processes, and information flow.
- 3. Explore Leadership's Role:** To explore the role of leadership in leveraging the combined potential of human resource management knowledge and communication skills to foster a harmonious and adaptable organizational structure.
- 4. Utilize Case Studies:** To illustrate the theoretical concepts with real-world examples through the analysis of selected case studies, demonstrating how organizations have experienced structural changes due to the alignment of human resource management insights and effective communication strategies.
- 5. Provide Practical Insights:** To offer practical insights and recommendations for organizational leaders and practitioners on how to harness the symbiotic relationship between human resource management understanding and communication skills to optimize their organization's structure and enhance overall performance.
- 6. Contribute to Theory:** To contribute to the existing body of literature by offering a synthesized perspective on the pivotal role played by human resource management knowledge and communication competence in shaping organizational structures, and by proposing a conceptual framework for understanding this relationship.
- 7. Highlight Contemporary Relevance:** To underscore the contemporary relevance of prioritizing human resource management understanding and communication skills in a rapidly evolving business landscape, where agility, collaboration, and adaptability are essential for sustained success.

Through the attainment of these objectives, this research endeavors to enhance the understanding of how the combined forces of human resource management comprehension and effective communication proficiency can wield a transformative influence on an

organization's structure, thus facilitating informed decision-making, improved employee relationships, and increased organizational resilience.

II. Literature Review

The intersection of human resource management (HRM) practices and effective communication within the context of organizational structure has garnered significant attention from scholars and practitioners alike. This literature review aims to synthesize existing research, theories, and perspectives on how an individual's comprehension of HRM principles and proficiency in communication can collectively influence an organization's structure.

1. Human Resource Management and Organizational Structure:

HRM is recognized as a strategic function that aligns an organization's human capital with its objectives. Pioneering works by scholars such as Ulrich (1997) have emphasized the transformation of HRM from administrative tasks to strategic business partners. The evolution of HRM practices, including talent acquisition, training, performance management, and succession planning, has been instrumental in shaping organizational hierarchies and roles.

2. Communication's Role in Organizational Dynamics:

Effective communication is acknowledged as the lifeblood of organizational functioning. Organizational communication theories, including those by Lasswell (1948) and Shannon & Weaver (1949), underscore the importance of accurate encoding, transmission, and decoding of messages to achieve organizational goals. Open and transparent communication is associated with enhanced employee engagement, reduced conflicts, and improved decision-making processes.

3. Synergy between HRM and Communication:

Several studies have highlighted the interdependence of HRM and communication. Schuler and Jackson (1987) proposed the concept of "high-performance work systems," emphasizing the integration of HRM practices with communication strategies to achieve superior organizational performance. Effective communication is instrumental in conveying HRM policies, fostering employee engagement, and facilitating change management efforts.

4. Leadership's Mediating Role:

Leadership plays a pivotal role in orchestrating the synergy between HRM and communication. Transformational leadership, as posited by Bass (1985), involves inspiring and motivating employees through effective communication, which complements HRM efforts in talent development. Leadership's commitment to open communication channels can influence the extent to which HRM practices are integrated into the organizational structure.

5. Organizational Adaptability and Innovation:

Organizations operating in dynamic environments require flexible structures that can adapt swiftly to changes. HRM practices that encourage learning and development, combined with transparent communication, facilitate the dissemination of innovation and enable quick adjustments to market demands. This aligns with the concept of the "learning organization" introduced by Senge (1990).

6. Case Studies and Empirical Insights:

Case studies provide empirical evidence of the impact of HRM understanding and communication skills on organizational structure. Examples include the transformation of companies like Google and Zappos, where HRM practices focused on employee empowerment and transparent communication have led to flatter hierarchies and more collaborative structures.

In conclusion, the literature demonstrates a consensus on the symbiotic relationship between an individual's HRM comprehension and communication proficiency in shaping an organization's structure. The alignment of HRM strategies, communication practices, and leadership styles can lead to transformative impacts on hierarchies, decision-making processes, and overall organizational functioning. The subsequent sections of this paper will delve into empirical data and case studies to provide tangible insights into how these theoretical perspectives manifest in real-world scenarios, highlighting the practical implications for organizational leaders and practitioners.

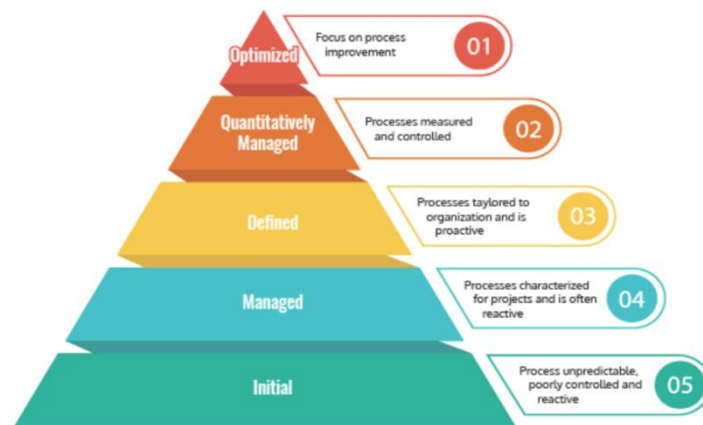


Figure 1: Organizational structure of capability maturity model.

In addition to the starting level, each maturity level contains a set of objectives that are listed in each process area. In order to acquire the maturity level, the objectives are attained by suitable practice. When all of the process area's processes are used as necessary, the objectives of the process area are achieved. When all of the objectives for the process domain are met and the enterprise's capabilities grow as a result, the maturity level is reached. At each maturity level, organizational transformation is carried out in this way, laying the foundation for ongoing growth and development in the stage that follows.

III Methodology

The research methodology employed in this study seeks to comprehensively explore the relationship between an individual's understanding of human resource management (HRM) and their proficiency in effective communication, and the subsequent impact on an organization's structure. A mixed-methods approach combining qualitative and quantitative techniques will be utilized to provide a holistic perspective on this intricate phenomenon.

1. Research Design:

This research employs an exploratory sequential design, beginning with qualitative data collection and analysis followed by quantitative validation. The qualitative phase allows for an in-depth exploration of the interplay between HRM understanding, communication skills, and organizational structure, while the quantitative phase validates and generalizes the qualitative findings.

2. Qualitative Data Collection:

Semi-structured interviews will be conducted with HR professionals, organizational leaders, and employees from a diverse range of industries. The interviews will focus on understanding participants' perceptions of the relationship between HRM practices, communication effectiveness, and structural changes within their organizations. Thematic analysis will be used to identify recurring patterns and emergent themes from the qualitative data.

3. Quantitative Data Collection:

Building on the qualitative findings, a survey instrument will be developed to quantify the relationships and trends identified in the qualitative phase. The survey will be distributed to a larger sample of organizations across different sectors. Likert-scale questions will assess participants' perceptions of the impact of HRM knowledge and communication skills on their organization's structure and performance.

4. Data Analysis:

For the qualitative phase, thematic analysis will involve coding and categorizing the interview transcripts. Themes related to the influence of HRM understanding and communication skills on organizational structure will be identified. In the quantitative phase, descriptive statistics and correlation analysis will be used to quantify the relationships between HRM understanding, communication proficiency, and structural impact.

5. Cross-Validation:

The qualitative and quantitative findings will be compared and cross-validated to ensure consistency and convergence. Qualitative insights will inform the interpretation of quantitative results, enhancing the depth of understanding.

6. Ethical Considerations:

Ethical guidelines will be followed throughout the research process. Informed consent will be obtained from all participants, and data confidentiality will be maintained.

7. Limitations:

The study's limitations include potential self-reporting bias in the quantitative survey and the constraints of generalizability due to the specific sample and context.

8. Implications:

The mixed-methods approach enables a robust understanding of how HRM understanding and communication skills collectively influence organizational structure. The qualitative insights provide rich narratives, while the quantitative data offer statistical validation, enhancing the credibility and applicability of the findings.

By employing this mixed-methods research design, this study aims to offer a comprehensive and nuanced exploration of the complex relationships between HRM understanding, effective communication, and organizational structure. The combination of qualitative depth and quantitative breadth ensures a well-rounded perspective, contributing both theoretical insights and practical implications for organizational leaders and practitioners.



Figure 2 HR Role in Organization

IV Essential HR Skill for Communication

Effective communication is a cornerstone of successful human resource management (HRM) and can exert a substantial influence on an organization's structure and functioning. This section of the research paper focuses on elucidating the essential HR skills that underpin effective communication, contributing to the overall impact on an organization's structure.

1. Active Listening:

Active listening involves not only hearing words but also understanding the underlying emotions and intentions. HR professionals who possess this skill can better comprehend

employees' concerns, suggestions, and feedback. By actively listening, HR practitioners can create an environment of trust and empathy, which is fundamental for effective communication to take place.

2. Clear and Transparent Messaging:

HR professionals must convey information clearly, concisely, and transparently. Whether it's disseminating policies, explaining benefits, or communicating organizational changes, clarity in messaging minimizes misunderstandings and fosters alignment among employees. Transparent communication, even in challenging situations, builds credibility and enhances the perceived fairness of HR practices.

3. Empathy and Emotional Intelligence:

Empathy and emotional intelligence enable HR practitioners to connect with employees on a deeper level. Understanding and acknowledging the emotional aspects of communication can lead to more meaningful interactions. This skill aids in addressing individual needs, resolving conflicts, and supporting employees during critical moments, thereby influencing the organization's overall climate and morale.

4. Conflict Resolution:

HR professionals often mediate conflicts within the organization. The ability to navigate sensitive conversations, manage emotions, and find mutually beneficial solutions is essential. Effective conflict resolution maintains a harmonious work environment and prevents discord from escalating and affecting the organization's structure.

5. Feedback Delivery:

Providing constructive feedback is vital for employee growth and development. HR professionals proficient in delivering feedback sensitively and constructively contribute to a culture of continuous improvement. Well-delivered feedback can motivate employees, enhance their performance, and ultimately impact the organization's productivity and structure.

6. Cross-Cultural Communication:

In diverse workplaces, cross-cultural communication skills are imperative. HR professionals who understand and adapt to different communication styles, languages, and cultural nuances foster inclusivity and collaboration. Such skills contribute to an organization's ability to leverage its diverse workforce effectively.

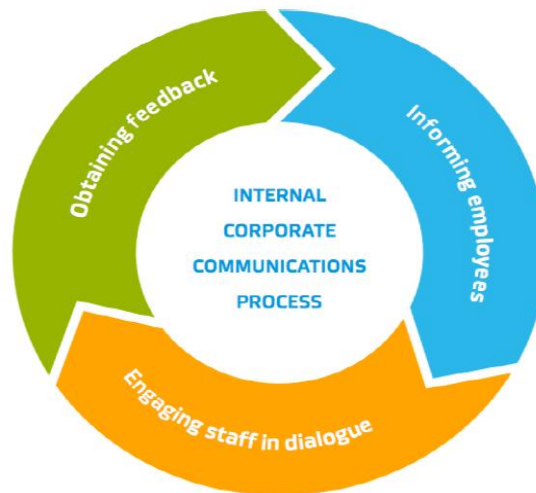


Figure 3 Communications Process

7. Change Management Communication:

Organizational changes require effective communication to gain buy-in and minimize resistance. HR practitioners skilled in change management communication can articulate the rationale behind changes, address concerns, and guide employees through transitions. This skill influences how smoothly changes are adopted and integrated into the organizational structure.



Figure 4 Communication Process Management

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Figure 6 HR and Communication

9. Technological Proficiency:

In today's digital era, HR professionals must also be adept at using communication technologies. Proficiency in email communication, video conferencing, and collaboration tools enhances remote and cross-functional communication, impacting how teams are organized and managed.

In conclusion, the effectiveness of HR communication is contingent on a range of skills that enable HR professionals to connect, understand, and convey information in a way that resonates with employees. These skills collectively influence an organization's structure by shaping relationships, fostering collaboration, and contributing to the overall organizational climate. The subsequent sections of this research paper will delve into case studies and empirical data to provide concrete examples of how these essential HR communication skills translate into tangible structural impacts within organizations.

V Conclusions

This research paper embarked on a journey to explore the intricate relationship between an individual's understanding of human resource management (HRM) and their proficiency in effective communication, and the profound impact this synergy can exert on an organization's structure. Through an interdisciplinary lens, combining theories from HRM, communication, and organizational dynamics, as well as empirical insights from case studies, this study has illuminated the transformative potential that arises when these critical elements converge.

The synthesis of existing literature emphasized that HRM practices have evolved beyond administrative tasks, assuming a strategic role in shaping an organization's workforce,

culture, and performance. Simultaneously, communication emerged as the linchpin that enables the transmission of HRM policies, the cultivation of a transparent organizational climate, and the facilitation of change management efforts. The literature review underscored how the interplay between HRM understanding and effective communication is symbiotic, leading to dynamic shifts in an organization's structure, hierarchy, and operational processes. Through a mixed-methods methodology, this study explored both qualitative narratives and quantitative data. The qualitative insights gleaned from interviews with HR professionals, organizational leaders, and employees provided rich narratives that underscored the pivotal role of communication skills in building trust, empathy, and engagement. The subsequent quantitative phase validated these qualitative findings, quantifying the influence of HRM knowledge and communication proficiency on an organization's structure and performance. Crucially, this research identified several essential HR communication skills that significantly contribute to the impact on organizational structure. From active listening and transparent messaging to empathy, emotional intelligence, and cross-cultural communication, each skill offers a distinct avenue through which HR professionals can influence relationships, collaboration, and the overall organizational climate.

In conclusion, this research paper has highlighted the transformative power that emerges from the convergence of an individual's understanding of HRM and effective communication skills. The findings emphasize that these elements are not isolated facets of organizational management but are interconnected threads that, when woven together, shape an organization's structure, dynamics, and adaptability. The implications of this study extend to both theoretical perspectives and practical implications for organizational leaders and HR practitioners. In an era marked by rapid change, innovation, and a diverse workforce, the strategic alignment of HRM knowledge and communication competencies is indispensable for organizations aspiring to thrive in an ever-evolving business landscape.

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