

# Chapter 11

## Use Case Modeling for Industrial Human Resource Management Practices

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### **ABSTRACT**

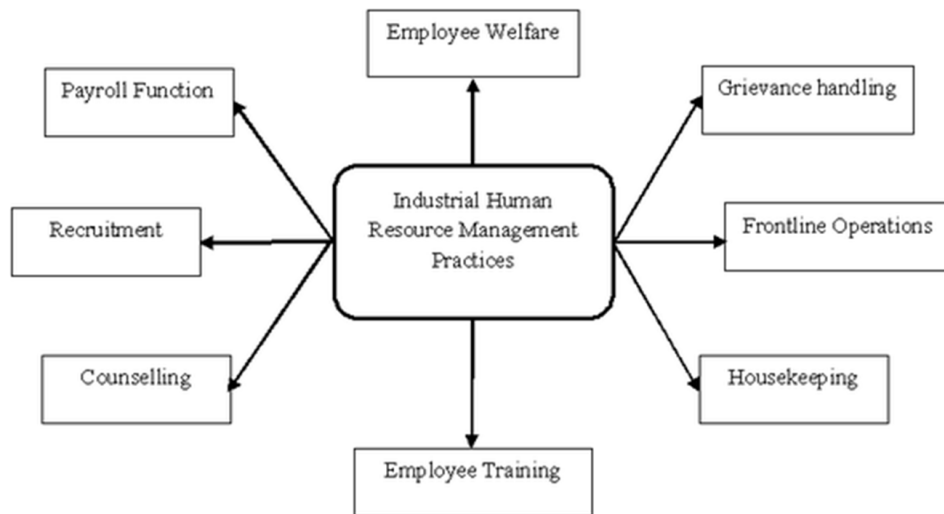
*Human resource management practices bring all the industrial experts under one umbrella and encourages them to work for common organizational goals. Industrial operations are the combination of technology, innovation, arts, management, and commerce. Industrial HRM practices are changing from time to time with consideration of changing business perspectives, technology, and competition. The principal motive of presenting the research initiative was to identify the changing scenario of industrial HRM practices over the last two decades that represented the use case modeling for the next generation entrepreneurs. The research outcomes are well connected to address the industrial HR issues in the area of engineering, data mining, and analysis for the development of object-oriented business operations.*

### **INTRODUCTION**

Industrial human resource management is the concept that developed time to time with reference to changing scenario of corporate world. The HRM practices are the dynamic in nature that responses outcome-based business operations in the competitive market. Use case modelling opens up the new vistas for industrial practices and advantages for competitive environment (Janaka S. and Xu Zhang, 2018)). The present study describes the effective use case modelling for futuristic industrial human resource management practices. The research outcomes of effective use case modelling will create the road map for successful entrepreneurs. The following Fig. 1 shows the conceptual framework related to Industrial Human Resource Management Practices.

DOI: 10.4018/978-1-6684-9809-5.ch011

*Figure 1. The conceptual framework related to industrial human resource management practices*



The important industrial human resource management practices include payroll functions, recruitment of the desired candidates, counselling of employees, providing employee welfare, employee training, grievance handling, frontline operations and housekeeping functions. Performing of HRM practices is the art that require cooperation and expert involvement to experience best outcomes (Lee Dyer & Todd Reeves (1995)). Modern organizations demand challenging work environment that develops the employees' performance ability and prepare for future competition. Industrial human resource management department plays important role for procuring and developing human resource skills into the global standards so that the industry can enjoy the competitive advantages (Charbel J., and Fernando Almada (2019)).

### **Related Works**

Frederick L., and Tara S. Behrend (2020) describe the trends of modern industrial human resource management functions that facilitates the business growth and advantages over competitors. David and Kenneth (2019) examine the use case modelling in human resource practices. They have identified the major issues of traditional HRM functions in the competitive world that need to be upgraded with information system. Janaka S. and Xu Zhang (2018) elaborate the green human resource practices in the organization that facilitates for the business ecosystem and reduction of carbon footprint. Naveen and Prabhudesai (2021) describe the impact of use case modelling on industrial functioning. They identified the positive impact of use case modelling that ensure the better working environment and improvement of work efficiency.

### **Objectives and the Scope the Research**

With the consideration of time, space and situation of industrial operations, the researcher listed the principal objectives of identifying common industrial human resource management practices, to find out the elements of use case modeling for industrial human resource management practices, and to analyse

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