

# Chapter 6

## Humanizing the Hyperconnected Workplace: Human Resource Management Practices in Organization 5.0

**Deepa Sharma**

 <https://orcid.org/0000-0003-4374-917X>

*MM Institute of Management, Maharishi Markandeshwar University, Mullana,  
India*

### **ABSTRACT**

*In today's fast-paced world, if organizations have to make profits and remain competitive, they need to strive for efficiency, experience, and skills. The HR department must be able to understand things and respond appropriately. Human Resource Management Practices can enhance the knowledge, skills, and abilities of employees at the workplace by making them aware of the environment, motivating and encouraging employees from time to time, and working towards environmental sustainability and employee retention through HRM operations. In IR 5.0, HRM can keep track of employees keeping in mind the needs of the organization. It can also help ensure smooth remote hiring and select the best candidates for the company. The use of AI in HRM can also help by enabling online training through simulations, which reduces the carbon footprint related to travel. It is also possible to monitor an employee's progress remotely. It is also possible to monitor an employee's progress remotely.*

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## BACKGROUND

Human resource management (HRM) continued to develop, with an emphasis on human capital management (HCM), which emphasizes individuals' knowledge contribution to firms, as transportation and communication technologies increased, enabling worker mobility and cooperation. In other words, Human resources are usually responsible for hiring, acquiring, and on boarding new employees, as well as assisting them in the first few months of their employment (Agostini et al., 2019). HRM is the set of rules and procedures needed to carry out the daily tasks related to human resources in a company, including hiring new hires, developing existing workers, managing performance, setting salaries, and promoting employee participation in decision-making (Cillo et al., 2022).

Many people believe that human resource management is a recent development. However, a historical analysis of this discipline shows that its underlying ideas have existed since the dawn of humankind. Personnel management and optimal use of employee potential have been long-standing issues. The practice of human resource management began in the 18th century. Before starting a job in an organization, employees often have the opportunity to meet human resources staff during the interview process (Iqbal et al., 2021). Unfairly, “HR” is usually the first department relied upon in times of need and the last one recognized for a company's successes. The human resources department at a corporation bears a bigger duty than any other department to ensure employee success and, consequently, corporate success, since it's an employee's first and likely last point of contact with the firm. So whence did the idea for a department called “human resources” originate? How did things change over time? And maybe most importantly, where is it headed? This blog examines the long history of human resource management (HRM), tracing its roots from antiquated methods to contemporary approaches and from India to the rest of the globe.

The history of human resources (HR) in Europe dates back to the 19th century, when scholars such as Charles Babbage and Robert Owen promoted the idea that successful organizations depended on happy employees. In the early 20th century, Frederick Winslow Taylor had a major influence on the development of HR as a separate field with his emphasis on productivity and scientific management. At the same time, C.S. Myers laid the foundation for the human relations movement by demonstrating the effect of nonfinancial incentives on output in tests such as the Hawthorne experiments (Cillo et al., 2022). With a move toward considering people as assets and the rise in the use of the term “Human Resources Management” (HRM), HR practices evolved during the 20th century in response to shifting demands. Talent management, organizational management, personnel management, and other facets of workforce management are all included in one phrase. HR emerged from the human relations movement of the early 20th century when researchers began

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