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WOMEN RESOURCE MANAGEMENT: DEVELOPMENT OF WOMEN WORKFORCE

BY

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Abstract

This study explains how HRM practises and policies affect women's possibilities for different roles in company and analyse how these effects are manifested in practise. Close-ended questions about supply chain management using a 5-point Likert scale, secondary data from digital libraries from ProQuest, Google Scholar, regression analysis, chi-square test are used to present the data in a concise manner. With the assistance of employers who are empathetic and regulations, especially for women could also advance in their professions. They can work better with the implementation of HR [policies made exclusively for them. This study will help the organisations and the managers to understand the role of women, they can play by getting better facilities that would acknowledge the career hurdles they face unwillingly.

Keywords: Human resource management, Training Needs, Work life balance, Chi-square test, empathetic employer,

INTRODUCTION

Background

Many nations have, over the course of the past few decades, been forced to adjust their ways of doing business in order toaccommodate the challenges that have been brought about by globalisation; the advancement of information technology, and an increasingly competitive corporate climate. Because of these changes and the international financial and social crises. which have altered the demographic structure of the labour force, it has become much more difficult to incorporate human capital, and particularly women, into social and economic progress. This is a problem that has arisen as a direct result of the changes. Human capital, which includes the contributions of both men and women, is a primary factor in determining the success and longevity of an organisation. It was stated in the book "Work Force 2000: Work and Workersfor the Twenty-First Century" that in order for firms to remain competitive, they must modify their HRM strategies to accommodate a more multicultural staff. The subject of diversity management was covered in depth in that book. Policies and methods for managing human resources that are based on diversity management make it feasible to attract, motivate, develop, and retain employees from a variety of backgrounds, particularly women (Mohamed, 2016).

By analysing the practises, businesses use to choose candidates for open positions, they can determine whether or

not women are more likely to be hired for particular positions. If this is the case, companies should analyse the underlying problems and devise strategies to promote diversity in the candidate pool for open positions (Bae, 2017). In addition, businesses have the ability to build recruitment teams comprised of individuals from a variety of social groups. This provides the business with the ability to gain a better understanding of how candidates would respond to working in a diverse environment. In a structured interview, people who are applying for open positions are able to demonstrate their skills and expertise by responding to the same set of questions, which can be useful for developing diversity. When it comes to the management of human resources; training and development of human resources are extremely important because they enable formerly excluded socioeconomic groups, most notably women, to take part in a variety of training and development programmes (Gunasekaran, 2016). This is particularly important for women. As part of one of the projects, training in leadership skills is provided. This training is a crucial beginning step in the career advancement of workers who have the potential to become leaders, and it is also a step towards the formation of diverse top management. In addition, if women in an organisation have access to a programme that is intended to assist them in developing their leadership skills and capabilities, they have a greater chance of being promoted to leadership roles within that organisation (Wiction, 2017).

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