

# WORK-HOME INTERACTION: A CHALLENGE TO HUMAN RESOURCES MANAGEMENT

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**ABSTRACT:** As a result of the increased number of dual-earner families and the widespread availability of information and communication technology, the boundaries between work and non-work have become blurred. Today, work is no longer necessarily spatially, temporally, and socially distinct from home. As a consequence, the amount of research into the work-home interface has increased. For example, statistics from the United States indicate that over 45% of employed parents feel that work interferes with their family life (*negative work-home interaction*). Work may also have positive consequences for functioning at home, for example because skills, positive moods, and acquired knowledge spill over to private life, helping workers to “become a better family member” (*positive work-home interaction*). Similarly, the home situation may also interfere with or enhance functioning at work, for instance because one worries about one's children being ill (*negative home-work interaction*) or because positive moods spill over to the work situation (*positive home-work interaction*). Thus, work-home interaction may be defined as a process in which a worker's functioning in one domain is influenced by (negative or positive) load reactions.

**KEYWORDS:** Flexible working, Work-life balance, Health complaints, Support, Work-home interaction

## INTRODUCTION

Human resources department is mainly concerned with the management of the company whereby policies and other elements that contribute to this act are considered in the field. In particular the term Human Resources itself is very explanatory and reveals the fact that it is concerned with the human capital that is of highest concern in every organization. Employee development and other such features are of main concern to the Human Resources department.

Working under the stressful conditions can create fatigue in individuals and thus make it difficult for them to get actively involved in changing working conditions. Factors such as safety, a stressful working environment

and long working hours may have major implications for employees, who could find it difficult to balance work and family demands. Work and family integration for employees has become vital as they are increasingly forced to deal with work and family demands simultaneously. Consequently, organisations have realised that work-family conflict is an important concept to consider for the welfare of their employees, and that it is in the organisation's best interest to address work-family issues because this may result in the development and growth of intellectual capital and return on investment.

## HYPOTHESIS

Perceptions of workplace social support both general and work-family-specific will be negatively related to work-to-family conflict. Perceptions of work-family-specific support will be more strongly related to work-to-family conflict than general perceptions of workplace social support. Perceptions of organizational support (general and work-family specific) will mediate the relationships between supervisor support (general and work-family specific) and work-to family conflict.

## METHODOLOGY

Analysis of information and data from various secondary sources.

## GLOBAL CHALLENGES

There are a certain challenges associated with it which develop with the passage of time. These include both global and central challenges that are to be addressed to in order to achieve the perfect framework. In the modern era, the world is shifting towards a central entity and the Human Resources department acts as the managing hand in this regard. Thus, it is of intrinsic value and despite the presence of numerous challenges that are to be addressed, the department has lived up to its expectations in creating a managing hand whereby everyone is judged and led by the hand of authority. There are various factors such as technology and other such areas which influence Human Resources practices worldwide.

Many studies and philosophies, ideologies and methodologies, diagrams and matrices have been established in order to support human resource management. Everyone has a different perspective of an organization; some consider it as a family while others make an attempt to maintain professionalism in decision making. The various factors, decision making patterns, various methodologies are being implemented on a daily basis. Thus, in order to achieve the goal of attaining maximum utility, human resource management is subject to various challenges. These include both internal and external challenges in which the organization faces challenges from within itself and from its surrounding respectively.

The major two types of challenges that are being faced by Human Resource Management include:

- Fluctuating role of the manager
- The developing environment

#### **Fluctuating role of the manager**

In the modern era, the manager is entitled to more roles than the ones that are made available to him in his job description. Thus, he has to play various roles, at first he has to become a part of the company and develop its employees and then he has to manage the diversity that persists in the organization.

#### **Changing Environment**

There is a constant and persistent change in the environment in which managers operate. There is a constant need to adhere to such challenges that are given birth due to this changing environment. These are as follows:

#### **Globalization**

International unity and globalization has given birth to various challenges as now the managers have to act as global leaders to adhere to the changing requirements. Managers now have to become more flexible as they are expanding over boundaries worldwide.

#### **Technological Impact**

Every field is associated with the technological change in the world and thus, the Human Resources sector is also affected by technological changes in the world. It sometimes hinders and sometimes creates a better

managed human resources sector whereby it completely serves its purpose with great efficiency and effectiveness. Thus, some people consider this a blessing while others think of it as a tool which destroys the original essence of the department and deteriorates the actual purpose for which the sector was given birth.

#### **CONCLUSION**

Hence in a nut-shell, it can be stated that the HR department is facing a lot of increasing number of challenges that are gaining international popularity in the modern era. These include factors such as technology, globalization, organizational structure, managing workforce by virtue of diversity, incentive pay and performance management. Furthermore, unionism has also gained popularity as it is a source powerful enough to damage the actual framework of the organization. Hence, the roles of HR managers are changing and so are the external factors which are giving birth to the above mentioned elements. Thus, it can be concluded that these challenges are increasing tremendously and are to be addressed in order to become successful.

#### **Recommendations**

As mentioned above, there are many challenges that are to be addressed by the management. These challenges have created problems for various firms and organizations both locally and on a global platform. In some cases, the damages are unrecoverable and have led serious hardships. Hence, the following recommendations can be made in this regard:

- Ensuring effective teamwork by promoting teamwork.
- Employees should be empowered timely to take decisions on its own so that it can efficiently create a superior work environment.
- Incentive pay system should be strengthened as it is the best alternative for increasing motivation and thus productivity.
- Unions should be regarded but not given complete authority as this would result in a chaotic situation.

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