



CURRENT TRENDS IN HUMAN RESOURCE MANAGEMENT

Dr. Pravin Vitthal Yadav

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Editor & Author

Dr. Pravin Vitthal Yadav

Assistant Professor,
Anekant Education Society,
Anekant Institute of Management
Studies (AIMS),
Baramati, Dist-Pune (MAH)

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Foreword

Dear Readers,

Since the early periods of the industrial revolution, technology has witnessed a dramatic progression from primitive steam engines to robotics and AI shaping up present-day shop floors. Albeit, people remain the most critical resource of any organization. The fact that economic efficiency can be achieved only when organizations optimize their human resource was realized long ago. But, how to optimize it continues to be the greatest *Yaksha Prashna*- intriguing the industries, managers, and academicians for a long.

Innumerable books have been written, experiments have been conducted, and research has been undertaken; man's endless pursuit to know the best way to manage his/her fellow beings continues in the realm of Human Resource Management. The book "Current Trends in Human Resource Management is a sincere effort from the author-editor Dr. Pravin V. Yadav to mobilize contemporary trends in HRM driving the industry.

Each chapter of this book seeks to present a critical review of its subject and to provide both practical and theoretical insights.

I am sure, the book would equip the students, teachers, and practicing managers with useful inputs in bringing the best out of human resources.

Wishing you a great reading....



Dr. A. B. Dadas

Director

Neville Wadia Institute of Management Studies & research,
Pune

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Quality of Life

Dr. Pravin Vitthal Yadav

Introduction: -

Quality of life is discussed in various fields of study, including psychology, international development, economics, and healthcare. The term can refer to different constructs depending on the context in which it is used. For this reason, and possibly frustratingly, there is no single widely agreed-upon definition of quality of life.

Having said that, the World Health Organization (WHO) provides us with a sense of direction by presenting one definition. They define quality of life as "an individual's perception of their position in life in the context of the culture and value systems in which they live and in relation to their goals, expectations, standards and concerns". Because of the WHO's international influence, their definition is significant - especially since it is used in much public and global health research. An important takeaway from their definition is that quality of life is a **subjective** measure of one's well-being. Of course, even this key point is **debated**, with some researchers insisting that quality of life must **involve** objective as well as subjective measures.

While there are numerous ways of thinking about quality of life, for this article, we will focus predominantly on how the concept is relevant to you and your well-being. To this end, we will focus

mostly on subjective measures, as well as health-related quality of life (HRQoL), which excludes non-health aspects of quality of life, such as economic and political circumstances. The main reason for this is that you likely have more control over your health-related quality of life (both physical and mental) than your country's economic and political situation.

Factors That Contribute to Quality of Life

One way of thinking about quality of life that may help you assess your own is the extent to which you have the choice to live the kind of life that you want. Along these lines, many researchers, including political philosopher G. A. Cohen, have advocated for a quality of life theory based on "functionings" or "capabilities" - various aspects of an individual's life that afford them the freedom to live a life that they choose (Nussbaum & Sen, 1993). The following factors are examples of aspects that help cultivate an individual's freedom in life. Without some or all of these and similar factors, an individual is limited in a way, with less choice about how they can live their life.

- **Basic factors**
 - Being well-nourished and free of disease
 - Income
- **Complex factors**
 - Self-respect
 - Dignity
 - Community engagement

It might be helpful to reflect on your quality of life through this lens. While some factors such as monetary wealth might be hard

to change, many other factors can be addressed. For example, do you think a lack of self-respect might be holding you back from pursuing certain goals or life paths? How might you be able to increase your self-respect and, in turn, open yourself up to more freedom and opportunity?

Strategies to Improve Your Quality of Life

1. **Cultivate Optimism.** Being positive can often be seen as naivety or "Pollyanna" behaviour. In actuality, optimism increases job performance, creativity, ability to weather stress & self-esteem. Optimism can be used in how you talk to yourself in the face of adversity, explain past events & think about the future. In the quest for the good life, positive expectations can be self-fulfilling. Cultivating your ability to be optimistic is beneficial to your health & your success. How cool is that?
2. **Be Present.** Take a deep breath. This is the here and now. Stop ruminating over the past or worrying about the future for a moment. Tell the voices in your head ("your committee") to be silent. Enjoy your ability to create your experience this very second. If you're washing the dishes, wash the dishes. If you're writing a blog post, write the blog post. If you're playing with your kids, play with your kids. It's harder than it sounds, but worth practicing every day.
3. **Clarify.** When you are clear on what is important to you, there comes an incredible sense of freedom. You no longer live in a world of social comparison. You are running your own race. Goals, big decisions & small habits are surmountable & invigorating because you have

a clear picture of what you want your life to stand for. Clarity does not come easily. It also evolves throughout your life, which requires gracious flexibility. But it is worth it. Spend some quality time getting clear.

4. **Give Out.** Mentor, contribute, practice random acts of kindness, express gratitude. Make a loan, give your time, be fully present for your family, change the world. There are a million ways to give of yourself. Do it big, do it small, just do it. It's one of the most positive equations in the world: You give of your time or resources, which improves someone's quality of life, which makes you feel needed & valuable, which in turn improves your quality of life. We're all better off. Magic.
5. **Connect.** We are social beings. We crave connections to others individually, to our communities, to our world. Pay special attention to your family, your lover, your adored friends, your colleagues & your neighbours. Explore & strengthen your connection to a Higher Power. And be open enough to enjoy the spontaneous connections that come from making a new friend on vacation or sharing a witty remark with your seatmate on the bus. Genuine curiosity & kindness are an amazing way to foster connections, new & old.
6. **Find Flow.** Flow is being in the groove, totally engaged in your present activity, challenged but succeeding with clear goals & feedback. It's a glorious state to be in. For some it's gardening, writing, cooking dinner with your partner, intense conversation, or crunching numbers. Though it requires more energy than passive ways to spend time (reality tv, idle gossip, video games) seek out

the activities that challenge, engage & satisfy. Find your flow.

7. **Celebrate.** We need play & whimsy in our lives. A healthy dose of joie de vivre fuels your creativity & feeds your spirit. Celebrating is a wonderful way to share love with others & incorporate **more** play in our lives. Who in your life has done **something** big lately? Did you celebrate? What about something small, but personally important? Did you celebrate? Celebrate with traditions, with heartfelt compliments, with notes in lunchboxes, with surprises, with big evenings out, or with cozy evenings in.

8. **Love Yourself.** Your body is the vehicle that carries you through your life. Love yourself by treating your body with respect & care. Fuel it well with fresh fruits, vegetables, whole grains & lean protein. Move it daily. Don't smoke, don't abuse alcohol. Meditate. Help yourself age well by staying flexible, protecting your skin from sun & exercising your mind. Sleep well. Beware the ease in which you critique yourself & indulge in praise instead.

Quality-of-life measures

There are several broad categories of quality-of-life measures. These include generic measures, which are designed to evaluate health-related quality of life in any group of patients (indeed, in any population sample); disease-specific measures, such as those designed to evaluate health-related quality of life in specific illness groups; and individualized measures, which allow the inclusion of aspects of life that are considered to be important by

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individual patients. Examples of quality-of-life measures include the Beck Depression Inventory (BDI), the Sickness Impact Profile (SIP), and the 36-item Short Form Health Survey (SF-36). These measures cover a wide range of aspects of life that can be adversely affected by ill health, such as physical functioning, emotional well-being, and ability to undertake work and social activities. Disease-specific measures, such as the Arthritis Impact Measurement Scales (AIMS), the 39-item Parkinson's Disease Questionnaire (PDQ-39), the Endometriosis Health Profile (EHP), and the 40-item Amyotrophic Lateral Sclerosis Assessment Questionnaire (ALSAQ-40), are designed for use with specific patient groups and cover dimensions salient to those groups. Similar to generic measures, they address areas such as physical and emotional functioning. They also cover issues that may be predominant among patients with particular illnesses (e.g., feelings of loss of control, perceptions of social stigma).

Quality of Life Index & It's Limitations

'Quality of life index is a composite criterion consisting of certain selected social indicators to measure the standard of living (welfare) of the people'.

National income and per capita income as the indicators of development have many limitations.

So, economists have tried to measure development in terms of social indicators which emphasize the quality of life instead of quantitative aspect emphasized by GNP or GNP per capita.

These include availability of food and nutrition to the people, health care facilities, level of literacy and education, environment, work leisure ratio and conditions of work etc.

It is not possible to include all the determinants of welfare in the constructions of quality of life index because many of these variables involve value judgements. It is therefore said that certain selected social indicators be combined together with due weight assigned to determine the quality of life index.

Thus, quality of life index is a composite criterion consisting of certain selected social indicators to measure the standard of living (welfare) of the people. D. Morris uses only three items to construct a "Physical Quality of Life Index" (PQLI) relating to 23 developed and developing countries of the world for a comparative study.

These indicators are:

- (i) Life Expectancy at birth
- (ii) Infant mortality rate
- (iii) Literacy rate

After normalising these three indicators, Morris suggested to take a simple arithmetic mean of the three indicators to construct what is called the Physical Quality of Life Index (PQLI). Similarly Human Development Index (HDI) has been prepared under United National Development Programme which is an attempt to measure the quality of life.

Limitations:

Quality of Life Index (QLI) as an indicator of development has several limitations as noted below:

1. There is no unanimity among economists as to the number and types of items to be included in such an index.
2. The majority of indicators are inputs and not output such as education, health etc.
3. Social indicators are concerned with current welfare and are not related to the future.
4. There is the problem of assigning weights to the various items which may depend upon the social, economic and political set up of the country. Many of the social indicators are subjective in character and differ from country-to-country. Morris assigns equal weights to all the three indicators which undermine the value of the index in a comparative analysis of various countries. If each country chooses its own list of social indicators and assigns weights to them, their international comparison would be inaccurate.

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ABOUT THE AUTHOR



Dr. Pravin Vitthal Yadav
(Ph.D, LL.B, MBA, M.Com, MCM)

He is Assistant Professor at Anekant Institute of Management Studies, Baramati. He has 15 years rich experience in teaching & research esp., in the field of Human Resource Management. He has 15 research publications in Scopus Indexed / Care Listed / Peer Reviewed Journals.

AFTERTHOUGHT



Dr. Umesh S Kollimath
(MBA, MA(Eco), Ph.D.)

Dear Reader,

I am sure, you are experiencing a mixed sense of awe, overwhelm and anticipation after having finished reading this book! Yes, the “Current Trends in Human Resource Management” penned and pivoted by an enterprising faculty of HRM, has encapsulated a gamut of insightful articles in this book. The authors of each of the articles have chosen most contemporary issues and woven wonderful articles replete with information as well as insights on their topic. Besides, the book at one end satisfies curiosity of the readers by revealing how cutting-edge technologies will be reshaping the HRM practices, on the other hand some of the articles raise subtle doubts as to whether the organizations and employees are diluting commitments of mutual welfare from the either side!! I hope the thoughts that have begun lingering in our minds after reading the book shall continue till we take some radical different decisions to nurture, retain and promote the Human Resource that is within our sphere of control. With Warmest regards to the Authors, Editor, and all those who have contributed to this book.

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