

## The Role of Human Resources in the Age of Globalization

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**Abstract:** Globalization, the mobility of social, political and economic value and reduce the time and place, new interpretations of politics, economy, culture, government, sovereignty and security can be achieved. This phenomenon, along with the challenges and can cause massive changes in the field of management issues in organizations.

**Key words:** Human Resources • Age of Globalization

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### INTRODUCTION

Globalization and multi-dimensional phenomenon of globalization and the process is challenging their efforts. The main challenge of globalization, breaking the mold. Monopolies and the emergence of a discrete space is fierce competition in the world. Monopolies and the emergence of a discrete space is fierce competition in the world. Think global and act global forces organizations in the world Daneshgar, Challenges and opportunities for human resources, provides that the purpose of this paper is to address these challenges.

**Changing Role of HR:** Due to changes in the business world, the human resources department should be changed. The human resources office or perhaps a little beyond the requirements of this category was considered. In the past 20 years, the importance of flexible work force, well-motivated and highly skilled has been revealed. Ulrich's successful corporate human resources department has provided four ways: Senior and line managers were planning to transfer to the scope of their cooperation. To advocate for increased contributions toward employees while employees become, particularly the commitment and their ability to create results. Human resource managers should be involved in managing change processes and improve organizational capacity for change and reform to play.

They need to review and reshaping of human resources in collaboration with the operational managers and are committed to its consequences. It is essential to human resource managers are also part of this agreement. [1-5].

### Organizational Challenges in the Globalization Process:

In recent decades, developments have taken place in the world and is being continued and completed. These changes, changing industry environment, organizations are facing new challenges to survival and growth. Which include:

- Challenges the paradigm shift in Newtonian physics, the science associated with certainty, it is available. Because, in the scientific phenomenon known and clear. Thinking and the next line, can be controlled. With the advent of quantum science, it is not possible to predict with complete confidence. Chaos is part of the environment. New methods and forms of understanding, designing, conducting and managing their organizations have changed. In the new paradigm, the world is nonlinear, dynamic complexity is considered to be some order and chaos. The organizations that make up the manufacturing process, operational research and planning services to create a dynamic and nonlinear [6-10].
- Expansion of the challenges of the market: the large Aksrtvlydknndgan, sell their goods around the world. Some of them outside of their country have more income. Globalization of economic and social forces, values and opportunities will converge.
- The challenges of changing technology: the orientation towards the development of artificial intelligence, expert systems, robots, long-range connections, call transfer and biotechnology and information technology. This orientation has created challenges for organizations including: changing the nature of managerial work, remove the control and

inspection, enforcement and compliance staff and reduce reliance on agency staff with technology changes.

- Environmental and ecological pressures: increased environmental pollution and human life is endangered.
- The challenges of knowledge age: current knowledge age to take over, the new economy is the knowledge of the trade. Investment by providing the knowledge, personal power base and organizational form. Information, every three or four years will be doubled. Thinking as valuable assets of organizations will be considered. Organizations are increasingly knowledge, innovation, management skills, information about customers and suppliers are dependent. This knowledge determines the competitive situation in the market.[11-16]
- The challenges of changing work environment in the contemporary era, four major forces that have been effective in changing work environment, including:
  - Information technology and intelligence agencies,
  - Structure and organization,
  - Total quality management movement,
  - Diversity and flexibility of labor mobility.

In the future, organizations culturally, age, gender and ability to face with a large variety of the work force. The next challenge for organizations is how to use these differences as assets. In addition to the above, other challenges facing organizations and managers in the future will thus be:

**Workforce Development:** Many organizations, labor organizations and other temporary work are unemployed. This increases the flexibility of these organizations and the staff are using the knowledge accumulated.

**Changes in Customer Expectations:** Currently, the variety and quality of goods and services needed by customers has increased and customers want the best conditions.

- Cost,
- Quality,
- Time;
- Ancillary services;
- Innovation;
- To order.

Changing expectations of employees: workers seeking new skills, new roles and expectations of new jobs and organizations need to think of it. These new skills include problem identification skills, problem solving and communication between providers and to identify the participants. Newer roles: Peter Drucker says: The combination of the workforce in the future of physical labor to knowledge work force is changed. Workforce at all levels of skill and knowledge needs. The labor force is gradually raised as the most critical human capital.

Their flexibility, accountability and responsibility need. They work with the managers that make them powerful, according to them and they get to peak. Organizations need to create a structure in which knowledge workers can use their knowledge to work. Possibility of dialogue between workers and provide their contact with other workers. The interaction between knowledge workers to improve the ideas and forces leads to more growth Human resources challenges in the global arena:

**Change in Career:** In recent years, career development and transition from manufacturing to professional services has been made. The main reason for the change of phenomena, such as: Internet, computer and information systems has been. This transformation is due to the higher level of automation in factories and workshops, has created a challenge in the field of human resource management. Market competition: Another problem is the increasing global competition.

Part-time) equivalent to 20 per cent employee contribution form. Permanent experts, as they only needed to use up time and increase your productivity and reduce their costs.

Hence today's organizations can be of great age (about 20 years of age to 65 years). The age difference creates a heterogeneous environment with different norms and behaviors are organized.

Reorganization of the organization in today's world to keep their competitive capabilities enables organizations to constantly reorganize their organization. It is organized in the form of measures such as:

- The elimination of management layers,
- Reduction strategy,
- Integration with other organizations;
- Outsourcing of activities. These changes often reduce or increase the number and diversity of the workforce; human resource management will cause problems.

## CONCLUSION

Diversify and improve the quality of the service. With the arrival of the industrial world, organizations have sought to attract the skilled, creative and innovative forces in the uptake and better use of them will be concentrated. Said

- Identify the external realities of business and human resource activities to meet the real needs,
- Change the administrative role and move towards becoming a professional human resource management,
- To increase customer share of the benefits of linking customers with employee benefits,
- To help line managers to develop strategies to enhance the capabilities and competencies of human resources,
- Describe and value the staff and ensure staff have the necessary skills to perform their tasks,
- Applying knowledge to professional staff and part-time and full-time,
- Use of performance management and coaching role for the staff to achieve set targets,
- Management processes and information activities, the way that add value,
- Having a clear strategic planning process to align HR investments with business objectives,
- Aligned with building your organization's business strategy,
- Employees who have clear roles and appropriate play
- Building capacity in staff, to indicate the qualifications of human resources,
- Custodians investing in human resources, development of training and experience,
- Development of computer skills and use of network facilities.

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