

## **Barriers to Strategic Human Resource**

### **Short term mentality:**

Short-term mentality and focus on the current performance of SHRM is the first barrier. Every manager act, long-term focus, because the organization has been established with long-terms objectives/focus.

### **Strategic inability:**

Failure to function as a team at the executive level or other levels. Failure to develop values and culture to support the plans.

Failure to expeditiously do what is needed to be done. This type of inability may arise for many reasons as lack of technical knowledge, insufficient training and the like.

### **Lack of appreciation:**

Sometimes top managers do not recognize the activities of strategic human resource management. So strategic human resource manager does not get interested in doing any innovative venture. A few appreciations may get them a substantial mental boost up.

### **Failure in understanding the role:**

General managerial roles may not be fully understood by be managers. This failure is due to lack of knowledge about the specialty of a degree of responsibility. This failure may create distance between these managers.

### **Difficulty in quantifying outcomes:**

Many outcomes may not be quantified. But SHRM tries to enjoy the contribution. This is not always possible. Participation, work etc. type function cannot be quantified because of their intangibility.

### **Wong perception on human assets:**

Investment in human assets may be regarded as high risk than that of technology and information. Though these technologies are run by the human resources. This wrong perception may inhibit the progress.

### **Resistance:**

SHR Managers may be resisted because of the incentives for change that might arise. The change implemented demand some incentives for efforts to execute the changed program. If these incentives are not given reasonable, they may create barriers SHRM.

### **Uncertainties:**

Labour absenteeism, labour turnover, trade cycles, technological changes and market fluctuations are the uncertainties which serve as constraints to Human Resources planning. It is risky to depend upon general estimates of human resource in the face of rapid changes in environment.

### **Insufficient Information:**

In most of the Indian organisations, human resource information system (HRIS) has not been fully developed. In the absence of reliable data it may not be possible to develop effective human resource plans.



### ***How to Overcome the Barriers of SHRM***

- ✚ Conduct a preliminary analysis of needs and requirements.
- ✚ Proper communication which builds positive relations between labor and management.
- ✚ Provide leadership who direct, guide and motivate the employees.
- ✚ Effective human resource planning so that organization achieves standard goals.
- ✚ Follow up and evaluate progress so that remedial action can be taken as and when necessary.
- ✚ Formulation of strategies and implementing them properly.
- ✚ Reward supportive behaviors.