



EMERGING TRENDS IN HUMAN RESOURCES MANAGEMENT

by

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➤ **Human Resources Management Defined**

- **Human Resources Management has been described as attracting, recruiting, engaging and compensating employees.**



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- **Human Resources Management Defined Continued....**
 - Human Resources Management in 21st century has become involved in business continuity planning, workforce diversity, labour relations and some aspects of mergers and acquisitions.

- **Emerging Trends in Human Resources Management**
- What are the impacts of the following trends on the organisations and Human Resources Management?



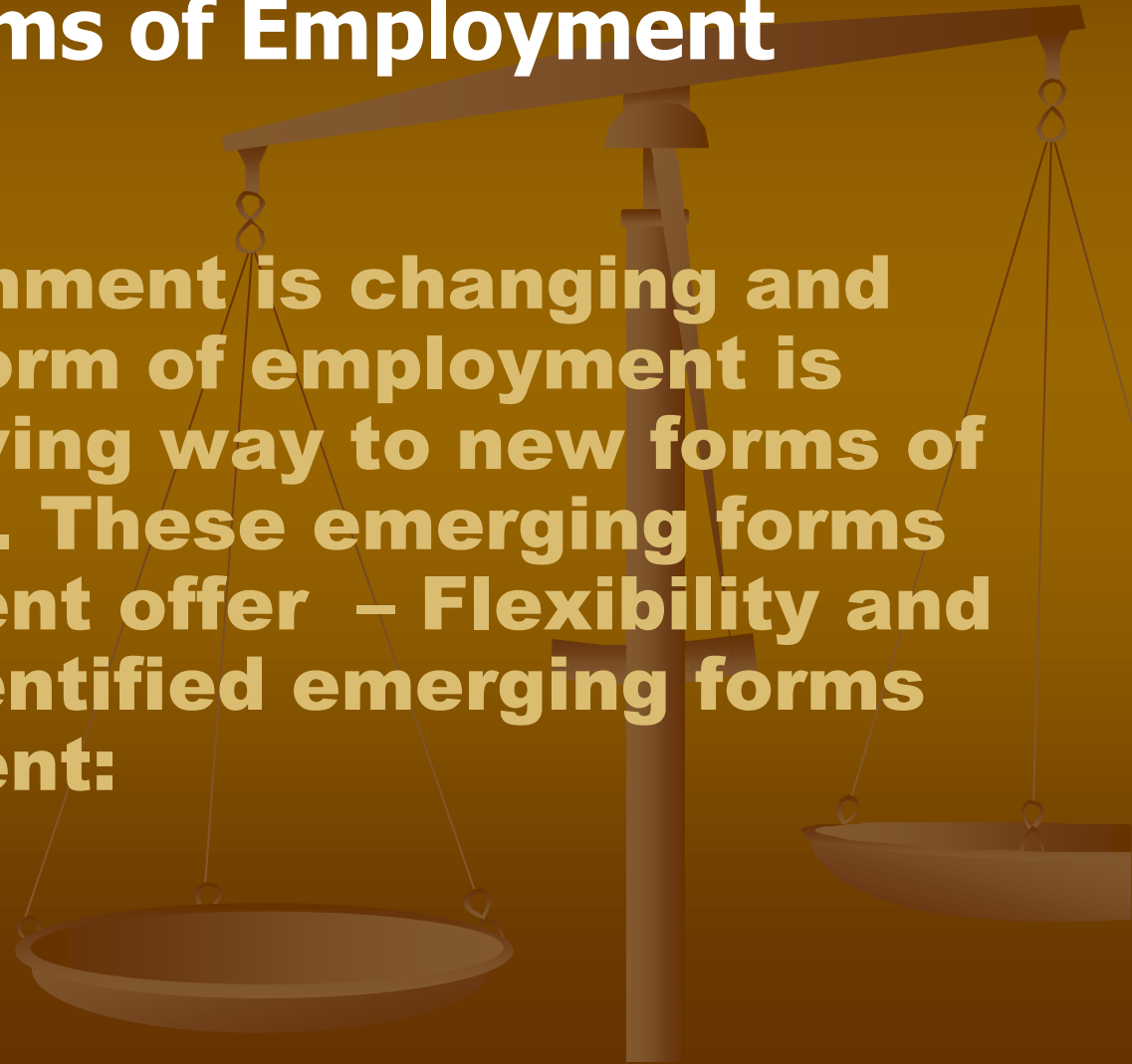
EMERGING TRENDS IN HUMAN RESOURCES MANAGEMENT

Political	Economic	Social	Technological
Laws	Inflation	Artificial Intelligence	Virtual/Remote Work
Government policies	Increased expenses	Mental Health	ICT
	Training	Team Work	Up-Skill/Re-Skill
	Global Trend	Employee Experience	
		Diversity/Equality and Inclusion (DEI)	

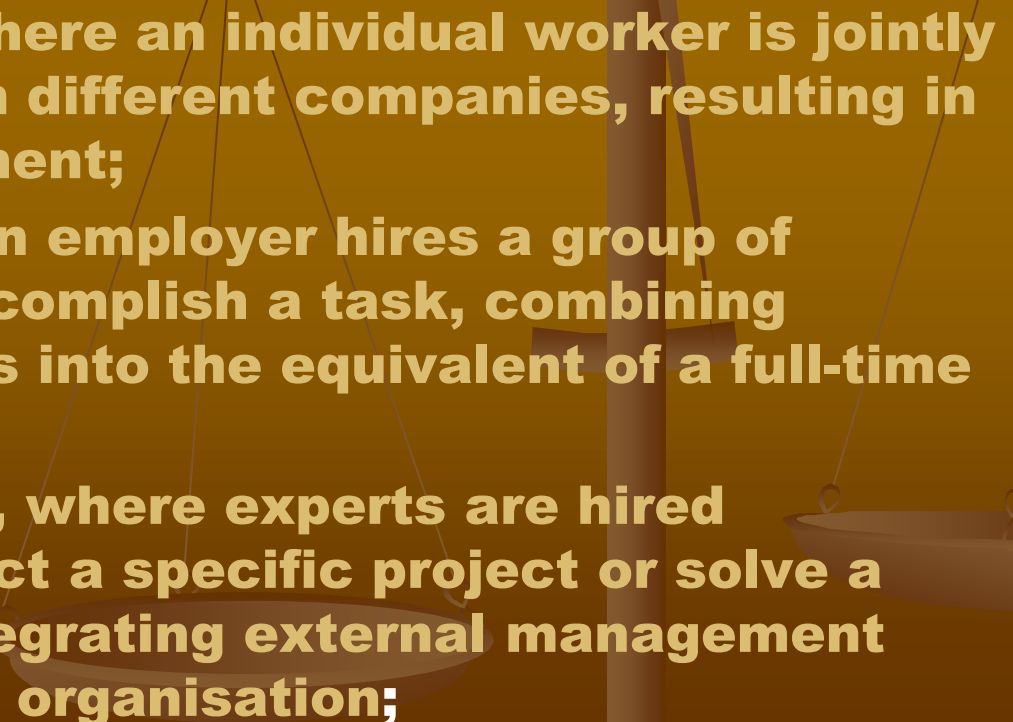
What are the impacts of these or other environmental forces on organization?

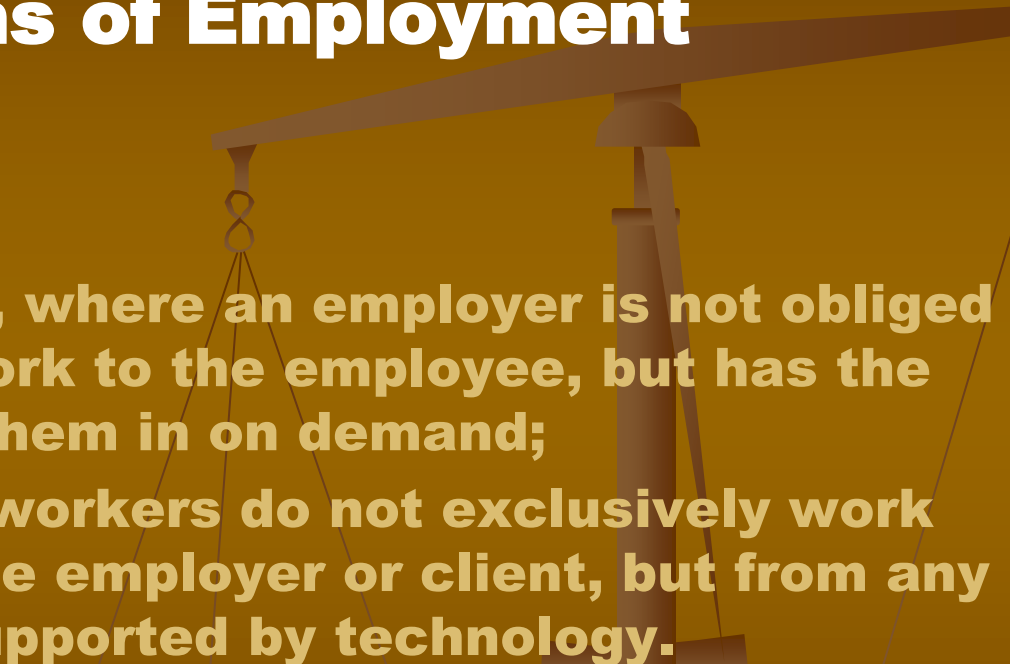
➤ Emerging Forms of Employment

- **Work environment is changing and traditional form of employment is gradually giving way to new forms of employment. These emerging forms of employment offer – Flexibility and Security. Identified emerging forms of employment:**

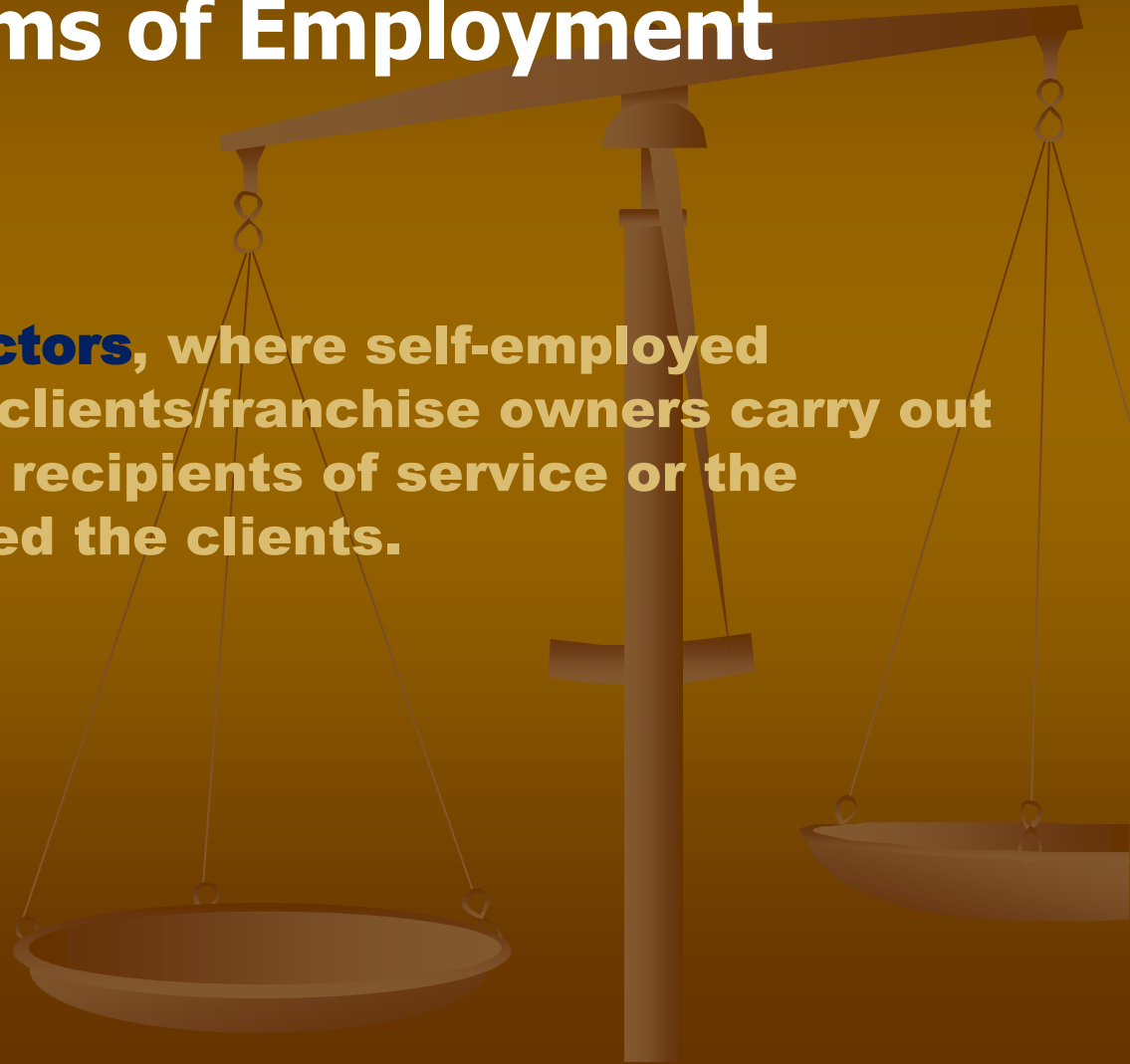


■ Emerging Forms of Employment Continued.....

- **Employee sharing**, where an individual worker is jointly hired by employers in different companies, resulting in shared time employment;
 - **Job sharing**, where an employer hires a group of workers to jointly accomplish a task, combining several part-time jobs into the equivalent of a full-time position;
 - **Interim management**, where experts are hired temporarily to conduct a specific project or solve a specific problem, integrating external management capacities within the organisation;
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- **Emerging Forms of Employment Continued.....**
 - **Temporary/Seasonal**, where an employer is not obliged to provide regular work to the employee, but has the flexibility of calling them in on demand;
 - **Virtual work**, where workers do not exclusively work at the premises of the employer or client, but from any place at any time, supported by technology.

- **Emerging Forms of Employment Continued.....**
- **Independent Contractors**, where self-employed individuals work for clients/franchise owners carry out jobs for fees paid by recipients of service or the platform that provided the clients.



➤ **Manpower Outsourcing**

- **The global economy is characterized by off-shoring of manufacturing in developed economies to less developed economies.**
- **Rapid growth of labour flexibility in developing economies, to cope with vagaries of the environment.**
- **Asking a third party vendor to work for you on a contractual basis.**
- **A practice in which a company hires or enters into a contract with an external company, agency, or service provider to carry out specific business operations or functions. Some of these manpower outsourcing services include contract staffing, temporary staffing, and payroll outsourcing.**
- **Outsourcing is not casualization.**

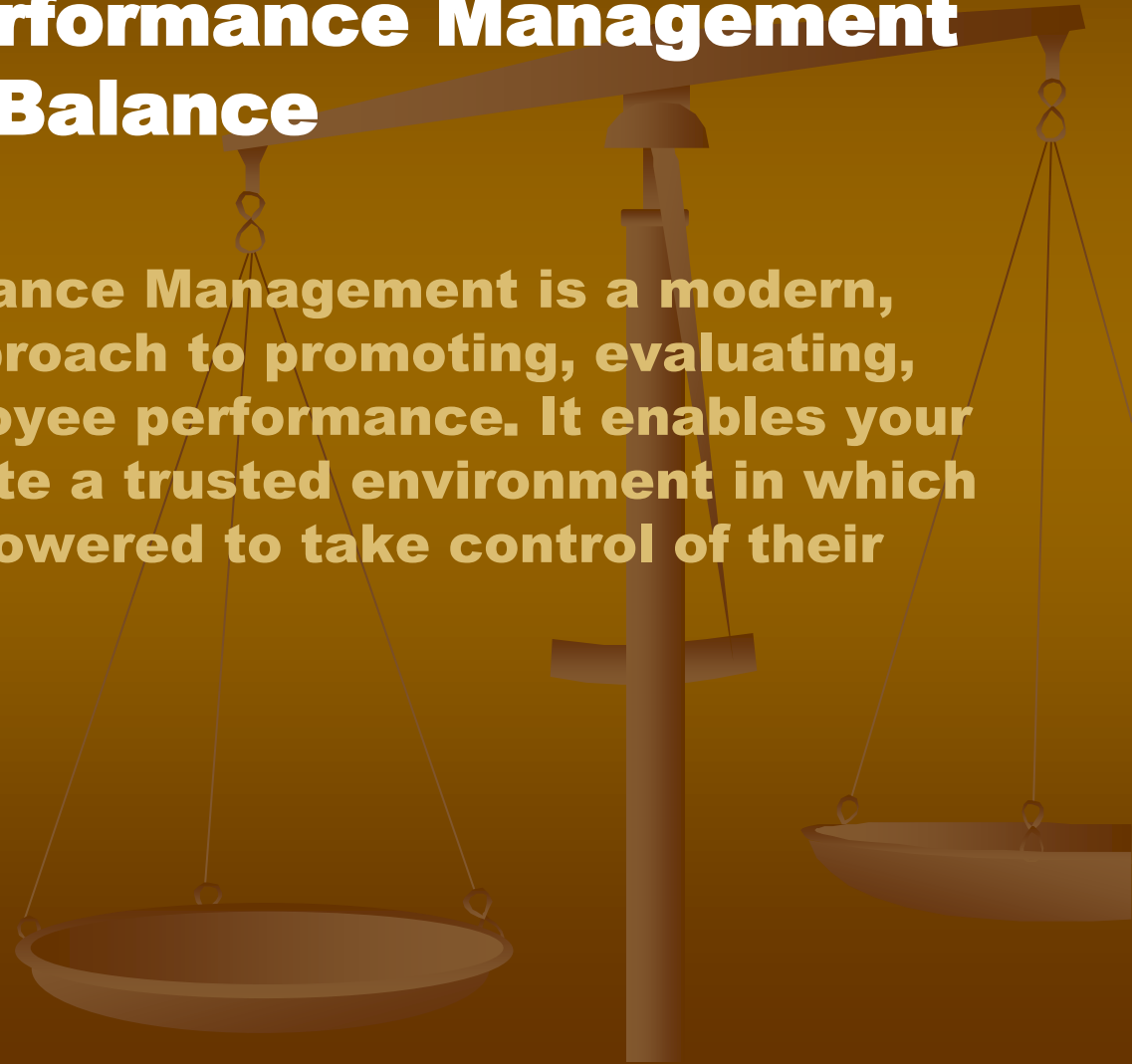
➤ **Benefits of Outsourcing**

- **Skilled Expertise**
- **Staffing Flexibility**
- **Reduced Cost**
- **Reduced Employee Turnover**
- **Improved Service**
- **Improved in-house Efficiency**
- **Risk management**
- **24/7 operation**



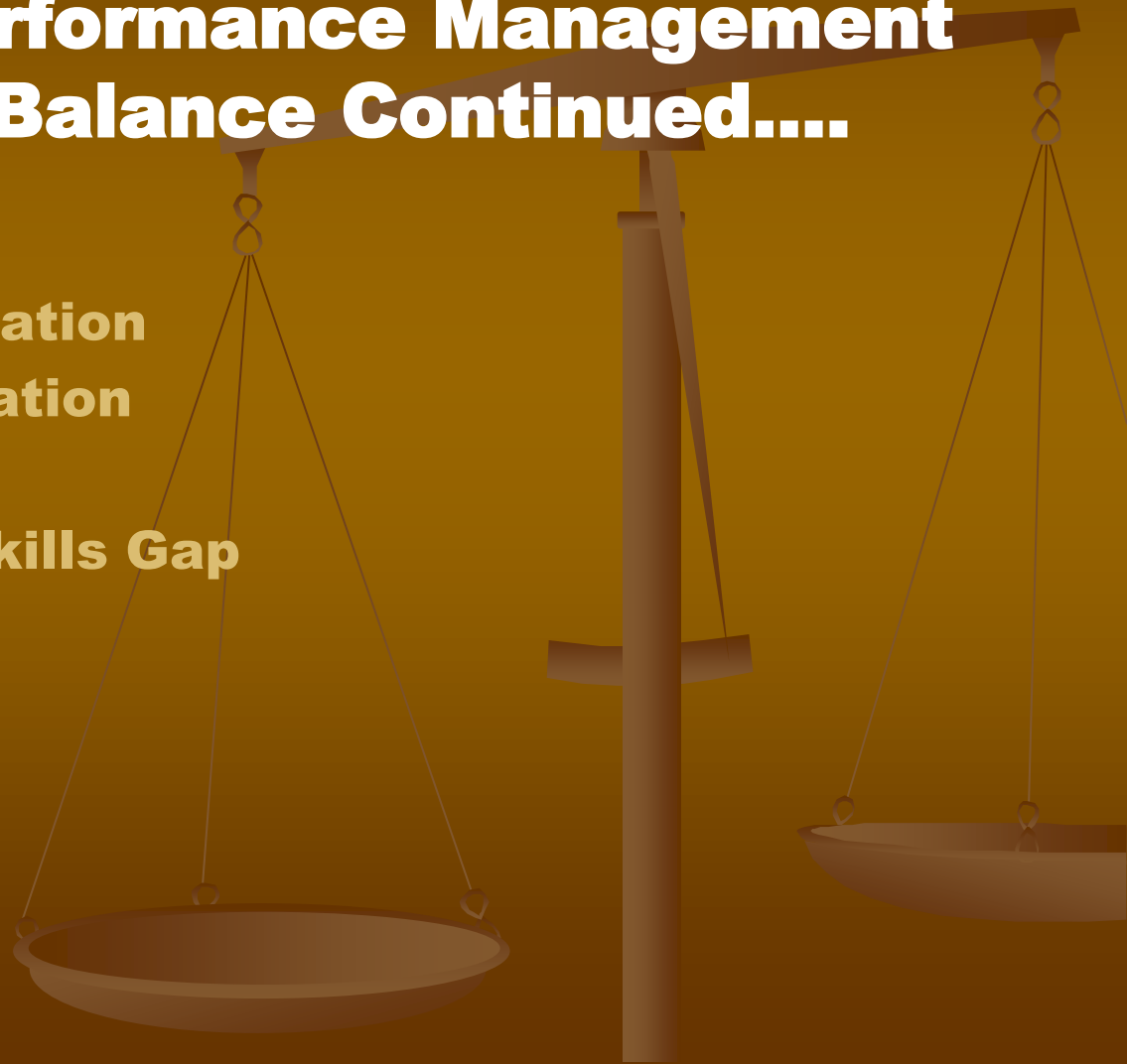
➤ **Continuous Performance Management and Work-Life Balance**

- **Continuous Performance Management is a modern, human-centered approach to promoting, evaluating, and improving employee performance. It enables your organization to create a trusted environment in which employees feel empowered to take control of their own development.**



➤ **Continuous Performance Management and Work-Life Balance Continued....**

- **Engaging Communication**
- **Performance Information**
- **Problem-Solving**
- **Missing Roles and Skills Gap**



➤ **Continuous Performance Management and Work-Life Balance Continued....**

- **As a result of the changing work pattern, Continuous Performance Management should be implemented in a way to reflect work-life balance.**



➤ **Continuous Performance Management and Work-Life Balance Continued....**

- **An increasing number of companies are relying on their employees to lead a more balanced lifestyle, as balanced, happy employees are ultimately more productive and motivated. If a company – either consciously or unconsciously – destroys an employee’s private life with too much overtime or an unnatural amount of pressure, it will inevitably result in dissatisfaction and stress that can then lead to health problems, decreased productivity, and alienation from the company.**

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■ **Work Life**

- **Productive work**
- **Appreciation**
- **Social Working Environment**
- **Flexible Working Hours and work mode (Home Office)**
- **Measures for Health, Nutrition, Exercise**
- **In-House Childcare**
- **Company benefits**

Private Life

- Family and Partnership**
- Friendships**
- Love life and Dating**
- Hobbies and Interests**
- Exercise and Health**
- Quality Sleep**
- Relaxation and Self-Reflection**

Questions ?



**Thank
You**

