

(54) Title of the invention : PRESENT SCENARIO OF HUMAN RESOURCE MANAGEMENT (HRM) PRACTICES IN THE INDIAN COMPANIES

<p>(51) International classification :G06Q0010100000, G06Q0010060000, C12Q0001686000, G06Q0099000000, A61B0005024000</p> <p>(86) International Application No :PCT// Filing Date :01/01/1900</p> <p>(87) International Publication No : NA</p> <p>(61) Patent of Addition to Application Number :NA Filing Date :NA</p> <p>(62) Divisional to Application Number :NA Filing Date :NA</p>	<p>(71)Name of Applicant : <b>1)Dr.N.S.LISSY</b> Address of Applicant :Assistant Professor, PSG College of Arts and Science, Civil Aerodrome, Peelamedu, Coimbatore , Pin: 641014 State: Tamilnadu Country: India -----</p> <p><b>2)Y Suryanarayana Murthy</b> <b>3)M. Govardhan Reddy</b> <b>4)Dr.Divyarajsinh M Zala</b> <b>5)Dr. Manoj Sharma</b> <b>6)Dr. Anupam Mitra</b> <b>7)Dr. Naveen Kumar</b> <b>8)DR. KAMAL KUMAR</b> <b>9)Dr.C.Vilvijayan</b> <b>10)Dr.D .D.Paul Dhinakarn</b> Name of Applicant : NA Address of Applicant : NA</p> <p>(72)Name of Inventor : <b>1)Dr.N.S.LISSY</b> Address of Applicant :Assistant Professor, PSG College of Arts and Science, Civil Aerodrome, Peelamedu, Coimbatore , Pin: 641014 State: Tamilnadu Country: India -----</p> <p><b>2)Y Suryanarayana Murthy</b> Address of Applicant :Assistant Professor, Department of Business Administration, Prasad V Potluri Siddhartha Institute of Technology Chalasananagar, Kanuru, Vijayawada, Krishna District Pin: 520007, State: Andhra Pradesh Country: India -----</p> <p><b>3)M. Govardhan Reddy</b> Address of Applicant :Assistant Professor, Department of Management Studies, Aditya College of Engineering Surampalem, Peddapuram, Gandepalli Mandalam, East Godavari District Pin: 533437, State: Andhra Pradesh Country: India -----</p> <p><b>4)Dr.Divyarajsinh M Zala</b> Address of Applicant :Assistant professor, Atmiya University, kalawad road, Rajkot, Pin:360005 State: Gujarat Country: India -----</p> <p><b>5)Dr. Manoj Sharma</b> Address of Applicant :Assistant Professor, St. Xavier's University, Action Area III B, New Town, Kolkata Pin: 700160 State: West Bengal Country: India -----</p> <p><b>6)Dr. Anupam Mitra</b> Address of Applicant :Associate Professor, St. Xavier's University, Action Area III B, Newtown, Kolkata Pin:700160 State: West Bengal Country: India -----</p> <p><b>7)Dr. Naveen Kumar</b> Address of Applicant :Professor, Baba Mastnath University, Asthsal Bohar, Rohtak, Pin:124021 State: Haryana Country: India -----</p> <p><b>8)DR. KAMAL KUMAR</b> Address of Applicant :Assistant Professor, Baba Mastnath University, Rohtak Pin:124021 State: Haryana, Country: India -----</p> <p><b>9)Dr.C.Vilvijayan</b> Address of Applicant :Assistant professor of commerce, Thiru kollanjiappar government arts college, Virudhachalam, Pin:606001 State: Tamilnadu Country:India -----</p> <p><b>10)Dr.D .D.Paul Dhinakarn</b> Address of Applicant :Asst. Professor, Commerce JHA Agarsen College, Chennai State: Tamilnadu, Country: India Pin code: 600 060 -----</p>
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(57) Abstract : PRESENT SCENARIO OF HUMAN RESOURCE MANAGEMENT (HRM) PRACTICES IN THE INDIAN COMPANIES. Abstract: There is a greater urgency and interest in learning more about how MNCs from non-Western countries, such as China and India, use and spread managerial strategies. There are also a lot of people who aren't working because there is a lot of work to go around. This affects how HRM policies are made. This gives employers more power and lets them shape their HR strategies to cut costs. Thus, there can be more reliance on hiring people who aren't in the core group. With the weakening of the power of employees, HRM practises toward this group of employees are bound to show hard methods, like lowering minimum standards of employment and engaging in unfair labour practises, to deal with them (ULPs). In a world with many different countries, this paper examines the motivations, strategic opportunities, and challenges of HR policies and practises that are being moved across borders.

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