

Impact of Inflation on Human Resource Management : A Study on How Does Hr Manage Employees During Inflation

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Abstract:

Inflation has a profound impact on Human Resource Management (HRM), affecting key areas like compensation, talent acquisition, employee benefits, and retention. This study delves into how HR professionals navigate the challenges posed by rising living costs and economic uncertainty. It highlights the HR functions most vulnerable to inflation and examines the strategies organizations implement to manage workforce issues. Additionally, the research looks at how inflation affects employee motivation and productivity, particularly how financial stress and the rising cost of living can influence workforce engagement. By investigating HR initiatives such as updated compensation structures, flexible working options, and employee support programs, this study provides insights into maintaining employee satisfaction and organizational performance during inflationary periods. The findings offer practical recommendations for HR professionals, helping them manage inflation-driven workforce challenges and ensure long-term organizational stability.

Keywords:

Inflation, Human Resource Management (HRM), Compensation, Employee Benefits, Talent Acquisition, Workforce Retention, Employee Motivation, Productivity, Cost-of-Living, HR Strategies, Workforce Engagement, Organizational Resilience.