

# Human Resource Management :

## Strategic Perspectives for the 21st Century



Dr. Neerja Anand

# Human Resource Management: Strategic Perspectives for the 21st Century



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# **Human Resource Management: Strategic Perspectives for the 21st Century**

*Authored by:*

**Dr. Neerja Anand**  
Ph.D, UGC NET, MBM, PGD (S&M), B.Sc.(Hons.)  
Associate Professor  
ITS, Mohan Nagar, Ghaziabad

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## Preface

The 21st century has witnessed an unprecedented transformation in the global business environment, driven by technological advancements, economic integration, and evolving workforce dynamics. In this rapidly changing landscape, the role of Human Resource Management (HRM) has moved far beyond traditional personnel functions. It now stands as a strategic cornerstone for organizational success and sustainability. This book, *Human Resource Management: Strategic Perspectives for the 21st Century*, is a comprehensive exploration of the modern HR paradigm—where people are not just resources but vital strategic assets shaping the competitive advantage of organizations.

The objective of this book is to provide readers with an in-depth understanding of how HRM contributes to achieving organizational goals through innovation, leadership, employee engagement, and strategic alignment. Each chapter delves into critical aspects of HRM such as talent acquisition, performance management, learning and development, diversity and inclusion, and digital transformation in HR practices. The book also emphasizes the growing importance of ethics, corporate social responsibility, and emotional intelligence in managing human capital effectively.

Designed for students, professionals, and researchers alike, this work bridges theory with practical applications through real-world examples, case studies, and contemporary insights. It encourages readers to think critically about how HR strategies can be reimaged to meet the demands of globalization, remote work cultures, and artificial intelligence in the workplace.

As organizations navigate challenges of uncertainty and change, strategic HRM emerges as a guiding force in building resilient, adaptive, and future-ready workforces. This book aspires to inspire its readers to view HR not merely as a function, but as a driving force behind innovation, collaboration, and organizational excellence in the 21st century.

## **Acknowledgement**

The completion of this book, “Human Resource Management: Strategic Perspectives for the 21st Century,” would not have been possible without the guidance, encouragement, and support of numerous individuals and institutions. I take this opportunity to express my heartfelt gratitude to everyone who has contributed, directly or indirectly, to the development of this work.

First and foremost, I extend my sincere appreciation to my mentors and academic guides, whose insightful feedback, constructive criticism, and unwavering support have been instrumental in shaping the content and direction of this book. Their expertise and commitment to academic excellence have been an inspiration throughout this journey.

I am deeply thankful to my colleagues and peers in the field of management studies for their valuable discussions, shared experiences, and suggestions that enriched the depth and practical relevance of this work. Their perspectives helped bridge the gap between theory and practice, allowing this book to reflect both scholarly and real-world dimensions of human resource management.

I owe a special debt of gratitude to the publishing team for their professional support, patience, and dedication in ensuring that this manuscript reached its final form with clarity and precision. Their attention to detail and commitment to quality have been truly commendable.

Finally, I extend my deepest thanks to my family and friends for their endless encouragement, understanding, and belief in me. Their constant motivation and emotional support provided the strength and inspiration to complete this endeavor.

This book is dedicated to all scholars, practitioners, and students who strive to understand and advance the dynamic field of human resource management in an ever-evolving global landscape. May this work serve as a useful resource and inspiration for continued learning, innovation, and strategic excellence in the 21st century.

**Dr. Neerja Anand**

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## ABOUT THE AUTHOR :



### Dr. Neerja Anand

Ph.D, UGC NET, MBM, PGD (S&M), B.Sc.(Hons.)  
Associate Professor  
ITS, Mohan Nagar, Ghaziabad

**Dr. Neerja Anand** is an Associate Professor at I.T.S, Mohan Nagar, Ghaziabad, with over 21 years of rich experience in academics, administration, curriculum design, assessment, and evaluation. Her core areas

of expertise lie in Human Resource Management and General Management. She holds a Ph.D. in Human Resource Management and Organizational Behavior from Amity University, Noida, and is UGC-NET qualified. She earned her MBA and B.Sc. (Mathematics Hons.) from Dayalbagh Educational Institute, Agra.

Dr. Anand has published numerous research papers in reputed UGC CARE, Web of Science, ESCI, ABDC, and Scopus-indexed journals. She has presented her research at various national and international conferences, and actively participates in Faculty Development Programs (FDPs), workshops, and MOOCs on Research Methodology, AI Tools, and allied management domains offered through platforms such as SWAYAM, Udemy, and Coursera. She also serves as a reviewer for several refereed journals.

A dynamic academician and speaker, Dr. Anand has delivered impactful sessions as a resource person in FDPs and STPs, and has successfully organized and moderated panel discussions, webinars, conferences, and workshops on diverse management themes.



## ABOUT THE BOOK :

**Human Resource Management: Strategic Perspectives for the 21st Century** provides an in-depth understanding of the evolving role of HR in modern organizations. It emphasizes the strategic alignment of human resource practices with business objectives to drive organizational success. Covering key areas such as talent management, leadership development, performance, and technology-driven HR, the book blends theory with real-world applications. It highlights how HR is transitioning from administrative functions to a strategic partner role in achieving sustainable growth. This book is an essential guide for students, researchers, and professionals seeking to master modern HR practices.

