



Risk Management on Human Resource Management

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ABSTRACT:

The analysis of the HR (Human Resources) Risk Management System for creative start-up businesses against the backdrop of Internet Plus is the main topic of this essay. A synopsis of the fundamental concepts, elements, and traits of risk management and HR management is offered after an overview of related domestic and international research studies on HR management. Following that, four parts of the creation of an HR risk management system for creative start-up businesses operating in the Internet Plus environment are discussed: risk identification, risk assessment, risk prevention and control, and dynamic monitoring. This study then highlights risk variables and their effects on entrepreneurial HR management based on these talks. Finally, it proposes remedies for the prevention and control of, using creative start-up enterprises as its research focus. of HR management risks, which is helpful to encourage the wholesome and seamless growth of HR in creative start-up businesses.

Keywords: Internet Plus; creative start-up businesses; risk management in human resources

1. Introduction

The widespread usage of Internet technologies and the acceptance of computer science have created a solid basis for the growth and development of big data in the Internet era. [1] The Internet has also opened up new HR management prospects for businesses. However, at the moment, Internet usage in China is still in its infancy, and the single industry that receives the greatest attention is marketing. In order to increase the effectiveness of corporate HR management, businesses still face significant hurdles in implementing the appropriate ideas and concepts of the Internet. If businesses want to be more socially successful, they must accept risks and challenges in HR management. [2] Consequently, it's crucial to do additional study on risk assessment and corporate HR management controls to boost businesses' competitiveness.

2. Definition and Characteristics of HR Risk Management

2.1 Definition of HR Risk Management

Western classicists first introduced the idea of danger in the 19th century. They believed that business operations provide a type of risk that is based on the operator's commercial actions in which compensation is produced. American economist Knight provided a remarkably traditional concept of risk in. According to him, risk is a form of predictable uncertainty, meaning that even though the economic entity is not well defined, a probability value can be assigned to any scenario that could take place in the future. A Japanese scholar named Takei Hiratsuka presented a novel theory of risk based on his comprehension and evaluation of the findings of earlier researchers. According to him, risk is a normal shift that occurs in a certain environment and over a certain amount of time and causes financial loss. Three elements make up this definition: first, risks exist objectively; second, risks and uncertainties differ; and third, risks can be detected and assessed. Risk management is the process of finding, calculating, analysing, and controlling risks in accordance with the definition of risk provided above.

2.2 Contents of Characteristics of HR Risk Management of Innovative Start-up Companies

The risk associated with corporate HR management refers to the possibility that the outcomes of different management actions that include HR may diverge from the intended objectives as a consequence of impacts from the HR's internal or external environment. The hazards of corporate HR management may be found at every stage of the process as well as in certain areas of HR management in creative startups. For instance, some unique management risks may surface more or less during the personnel hiring, training, management, job design analysis, and performance evaluation processes. As a result, businesses need to take decisive action to prevent possible hazards in management operations. Start with risk management activities to achieve this, and then employ risk identification, risk assessment, risk prevention and management, and other management activities to decrease the losses brought on by HR risk management.

2.3 Characteristics of HR Risk Management of Innovative Start-up Companies

1. Mobility

Innovative companies often use the term "mobility of HR risk management" to primarily refer to staff mobility. Since the majority of the human resources that businesses rely on are made up of individuals with exceptional liquidity, the risks are also highly mobile. The departure of key staff will have a negative effect on the business and impede its growth. Therefore, corporate HR risk management should include the mobility of personnel.

2. Positive Correlations

The favourable connections in HR management indicate that start-up businesses that are creative need to invest in HR. The dangers will increase in proportion to the amount of investment. In general, powerful organisations will spend more on staff compensation and HR training, which results in greater expenditures. Greater losses than those experienced by typical businesses may result if the danger of staff loss surfaces. Additionally, higher-level employees within the organisation require more pay and training time than lower-level employees. Therefore, whenever they step down, they'll also pose more of a risk..

3. Protracted Nature

In creative start-up businesses, HR risk management is a long-term process without immediate results. For instance, it is typical for certain large-scale businesses to regularly design and revamp their human resources departments and host job fairs in colleges to improve their public image. However, if corporate HR management is handled improperly, businesses will be exposed to more risks, which will make long-term HR management more challenging.

4. Solvability

Innovative start-up businesses struggle to withstand losses brought on by changes in the external environment, such as those in politics, the economics, and the law. The only thing they can do to adapt to changes in the external environment and lower risks is to act swiftly, make some adjustments, and take the necessary precautions. First off, if the firm is to blame for the loss, the risk is inside the company itself. Second, the level of risk will be directly impacted by the knowledge and skills of the HR management staff, who will apply it. Thirdly, there is a way to fend against HR management dangers. It is conceivable as long as the development strategy is realistic, the system is reasonable, the management is tight, and the implementation is in place.

5. Dynamism

Innovative start-up businesses face risks on a regular basis, but the frequency, scope, and intensity of those risks vary and change with time. The dynamic of hazards makes risk management more complex, necessitating flexible management techniques to stay adaptable and avoid rigidity.

6. Destructiveness

The heart of a business is human resources in creative start-up businesses. Once a danger materialises, the firm might suffer significant damages. It may also lead to the full collapse of a company's development plan in addition to endangering the safety of the company's material resources.

3. Construction of HR Risk Management System of Innovative Start-up Companies under Internet Plus Background

An innovative start-up company's building of an HR risk management system under Internet plus backdrop refers to the prevention of hazards through a number of thorough activities such risk identification, evaluation, prevention and control, and dynamic monitoring. This often lessens the damage risks can do and the likelihood that they will occur while, in the process, locating the risk's origin and main causes and essentially resolving the issue. Job analysis, employee recruiting, training mechanisms, career planning, payment management, welfare mechanisms, etc. are often included in the corporate HR risk management. Figure1 illustrates the exact procedure..



Figure1– Building Innovative Start-Up Companies' HR Risk Management Systems Under Internet Plus Background

3.1 Identification of Risks

An automated search for possible dangers is used to identify the risks mentioned in this article so that they may be promptly handled. The primary strategy is to identify the causes of HR management risks using questionnaires and theoretical analysis, after which one may compute the likelihood that the risk would result in an accident and examine the prerequisites for risk transformation. The key to controlling the transformation of risks, lowering the likelihood of accidents, and minimising the severity of injury is to include crisis prevention in the chain reaction between them, according to the analysis of these circumstances.

3.2 Risk Assessment

Utilizing mathematical research and scientific ideas, risk assessment seeks to accomplish the safety of business HR management through prevention and control with the best available remedies. Risk assessment will include a quantitative study of the likelihood of HR management hazards and the potential damages. The procedure normally goes like this: Establishing the purpose of risk assessment is the first step. Then, a thorough index system for risk assessment should be developed. Then, the technique and model to be used for risk assessment should be chosen. Next, a thorough assessment should be implemented.

3.3 Static control of risk

Risk prevention and control are referred to as static prevention and control. The main steps are as follows: First, conduct additional investigations on the results of the assessment, typically using questionnaires and expert assessment; next, present a proposed prevention and control plan based on the results of the investigation and assessment on HR; discuss the proposed plan with experts about its viability; and finally, implement risk prevention measures and assess the efficacy of risk prevention.

3.4 Dynamic Monitoring of Risk

After the old risks are eradicated, new risks will occasionally surface, necessitating the Risk Management System's ability to continuously monitor the risks associated with HR management. As a result, the three preceding stages must also be constantly performed. An ongoing risk prevention and control system will be created as a consequence, helping to more effectively address various hazards in HR management. This can successfully reduce damages and encourage the company's quick and healthy growth.

4. Conclusions

The history and present state of HR risk management at home and abroad have been the focus of this study, which also covers the fundamental ideas, components, and traits of HR risk management in creative start-up businesses. Theoretically, there is still room for improvement in the HR risk management system for creative start-up businesses. Particularly, there is a lack of thorough and in-depth study on innovation-based entrepreneurial HR Risk Management Systems. In order to bridge certain research gaps in existing theory, the study of this article aims to further investigate how the HR Risk Management System is built in creative, entrepreneurial businesses against the backdrop of the Internet Plus..

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