

# IMPLEMENTATION CHALLENGES OF STRATEGIC HRM POLICIES IN EDUCATIONAL INSTITUTIONS: A CASE STUDY OF MANAGEMENT SCHOOLS IN VIDARBHA

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## Abstract

Strategic Human Resource Management (SHRM) is pivotal in enhancing organizational performance, especially within educational institutions. This research focuses on the implementation challenges of SHRM policies in management schools in the Vidarbha region of India. Through a mixed-methods approach involving surveys and interviews with administrative and academic staff, the study identifies key obstacles such as resistance to change, inadequate training, bureaucratic hurdles, and resource constraints. The findings suggest that for effective SHRM implementation, management schools must address these challenges through tailored interventions, increased stakeholder engagement, and enhanced resource allocation.

**Keywords:** SHRM, Educational Institutions, Management Schools, Vidarbha.

## INTRODUCTION

In the developing scene of schooling, the job of HRM has risen above its customary managerial capabilities, moving towards an essential association inside associations. This change is especially critical in instructive establishments, where the arrangement of HR with the foundation's central goal, vision, and key objectives is fundamental for accomplishing scholastic greatness and authoritative maintainability [1]. The integration of human resource management (HRM) into the strategic planning process is known as SHRM. This makes sure that HR practices help the organization achieve its long-term goals.

The utilization of SHRM in instructive organizations, particularly the executives schools, is urgent in light of multiple factors: Drawing in and Holding Ability: Successful SHRM rehearses assist with drawing in exceptionally qualified workforce and staff, guaranteeing that the organization can convey great training. Performance [2]: A culture of continuous improvement, innovation, and accountability is cultivated when HR strategies are aligned with institutional goals, which improves overall performance.

Adjusting to Change: In a quickly changing instructive climate, SHRM empowers establishments to adjust to recent fads, innovations, and administrative prerequisites, keeping up with their upper hand. Employee Development: SHRM promotes faculty and staff professional development to ensure that they have the knowledge and skills necessary to meet the institution's changing needs. Regardless of the unmistakable advantages of SHRM, its execution in instructive organizations frequently experiences

critical difficulties [3]. These difficulties can subvert the adequacy of HRM rehearses and frustrate the foundation's capacity to accomplish its essential goals.

This exploration plans to research the execution difficulties of SHRM arrangements in administration schools in the Vidarbha district of India. Vidarbha, a district known for its different instructive scene, gives a one of a kind setting to investigate these issues. The essential goals of this exploration are: Recognize Key Difficulties: To distinguish the particular difficulties looked by the board schools in Vidarbha while carrying out SHRM strategies. Investigate Causes and Suggestions [4]: To break down the basic reasons for these difficulties and their suggestions for the organizations. Give Suggestions: To propose down to earth proposals for defeating these difficulties and improving the viability of SHRM rehearses in administration schools. This study adds to the current writing on SHRM by giving experimental experiences into the particular difficulties looked by instructive establishments in a territorial setting. It additionally offers useful direction for instructive directors and policymakers to work on the execution of SHRM approaches, in this manner upgrading institutional execution and instructive results [5]. This study aims to provide valuable insights that can assist educational institutions navigate the complexities of SHRM, ultimately leading to improved organizational performance and educational quality, by examining the challenges of implementing SHRM policies in management schools in Vidarbha.

## LITERATURE REVIEW

SHRM includes planning and carrying out a bunch of inside steady strategies and practices to guarantee that an association's human resources adds to the accomplishment of its business goals [6]. The hypothetical groundwork of SHRM depends on adjusting HR practices to vital objectives, cultivating authoritative culture, and upgrading worker execution Key parts of SHRM include: making plans to meet future staffing requirements and anticipating them. Making frameworks to screen, measure, and upgrade worker execution in accordance with hierarchical objectives. maintaining a competitive advantage by locating, cultivating, and retaining top talent. ensuring minimal disruption and maximum engagement by facilitating efficient transitions during organizational changes.

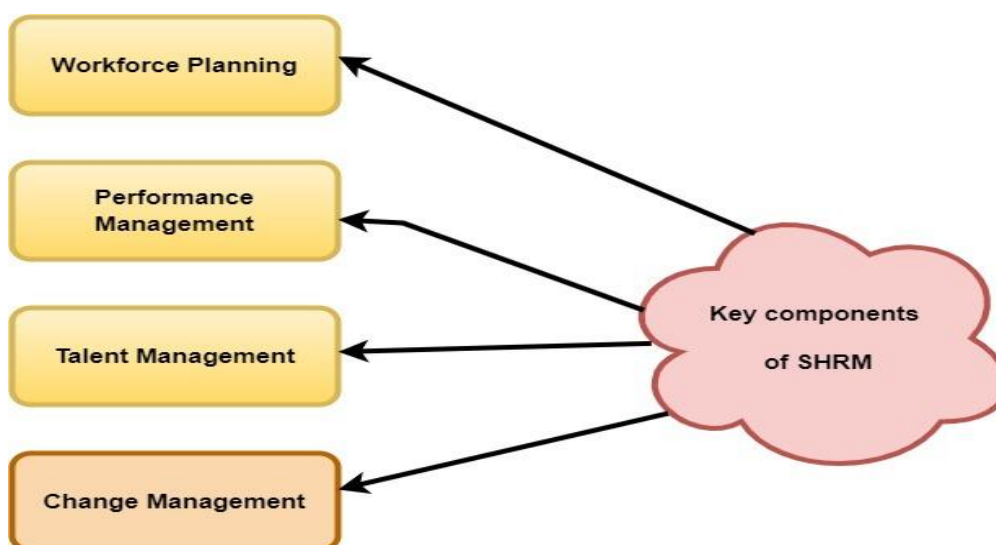


Fig 1: Key components of SHRM

Instructive organizations, especially the executives schools, work in a powerful climate described by quick changes in instructive principles, mechanical progressions, and developing understudy assumptions. In this specific circumstance, SHRM becomes basic because of multiple factors: Enlistment and Maintenance: Drawing in and holding talented personnel and managerial staff is imperative for keeping up with instructive quality. Proficient Turn of events [7]:

Persistent expert advancement guarantees that staff and personnel can adjust to new showing techniques, innovations, and instructive patterns. Hierarchical Culture: SHRM helps in building a positive authoritative culture that encourages development, joint effort, and a promise to greatness. In spite of the perceived significance of SHRM, its execution in instructive organizations frequently faces critical hindrances. HRM practices' efficient operation and the achievement of strategic objectives may be hampered by these obstacles. One of the most well-known moves is protection from change. Personnel and staff might oppose new HR strategies and practices because of dread of the obscure, solace with existing cycles, or wariness about the advantages of SHRM. Change resistance can take many forms, including decreased morale, active opposition, and passive non-compliance.

Compelling execution of SHRM expects that personnel and staff are satisfactorily prepared to comprehend and apply new HRM rehearses [8]. In any case, numerous foundations face provokes in giving adequate preparation because of financial plan requirements, absence of ability, or lacking time. Without appropriate preparation, staff might come up short on abilities and information important to actually carry out SHRM. The implementation of SHRM policies may be slowed down by bureaucratic procedures within educational establishments. Unbending arrangements, extended endorsement processes, and various leveled dynamic designs can make critical deferrals and decrease the adaptability expected to adjust to new HR rehearses. Restricted monetary and HR are a critical boundary to compelling SHRM execution [9]. Instructive organizations, especially those in less wealthy locales, may battle with financial plan impediments that limit their capacity to put resources into fundamental HR drives, like preparation programs, enrollment endeavors, and innovation redesigns. In spite of these difficulties, a few prescribed procedures can work with the fruitful execution of SHRM in instructive establishments:

Partner Commitment: Including workforce, staff, and different partners in the preparation and execution cycle can diminish protection from change and increment purchase in. Redone Preparing Projects: Creating custom fitted preparation programs that address the particular necessities and settings of the organization can upgrade the viability of SHRM rehearses. Streamlined Procedures: The implementation process can be accelerated and responsiveness enhanced by simplifying bureaucratic procedures and increasing administrative flexibility. Asset Improvement: Proficient designation and usage of accessible assets can assist with beating monetary and human asset requirements.

The literature emphasizes the significance of SHRM in bringing human resource practices into line with educational institutions' long-term objectives. In any case, carrying out SHRM in these settings is laden with difficulties, including protection from change, lacking preparation, administrative obstacles, and asset imperatives. Tending to these difficulties through prescribed procedures like partner commitment, tweaked preparing, smoothed out cycles, and asset improvement can fundamentally upgrade

the viability of SHRM drives. writing by investigating these difficulties in the particular setting of the executives schools in the Vidarbha area of India. By distinguishing and investigating the snags to SHRM execution, the exploration tries to give significant experiences and proposals that can assist instructive organizations with bettering influence their HR to accomplish vital targets and work on generally execution.



**Fig 2: Sources of SHRM**

## METHODOLOGY

The exploration takes on a subjective contextual analysis way to deal with investigate the execution difficulties of SHRM strategies in administration schools in Vidarbha. This approach is decided because of its adequacy in giving a top to bottom comprehension of complicated peculiarities inside their genuine setting. The contextual investigation technique takes into consideration the assortment of rich, point by point information and works with the ID of nuanced issues that may not be apparent through quantitative strategies [10].

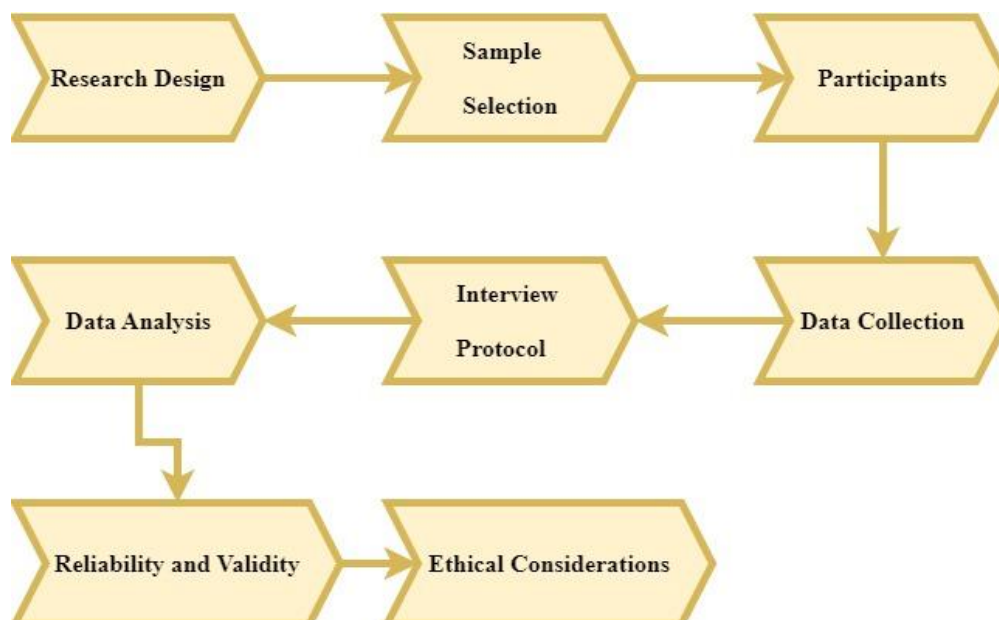
The review centers around five administration schools in Vidarbha, chose in view of their unmistakable quality and variety as far as size, administration design, and scholarly contributions. The choice rules guarantee a far reaching portrayal of the various kinds of administration schools in the locale. Members were chosen utilizing purposive examining to guarantee that those with the most important encounters and experiences were incorporated. The example contained: Chiefs, Dignitaries, and Chiefs who are associated with key independent direction. Teachers and speakers who are impacted by SHRM approaches. HR chiefs and staff answerable for carrying out HR rehearses. Semi-structured interviews were used to collect the data, which ensured that all important subjects were covered while still allowing for flexibility to investigate issues in depth. The inquiries questions were intended to get itemized reactions about:

- Encounters with SHRM strategy execution.
- Seen difficulties and boundaries.
- Methodologies utilized to conquer these difficulties.
- Ideas for further developing SHRM rehearses.

An established procedure was followed in the interviews: Clarification of the review's motivation and affirmation of secrecy. Inquiries concerning the member's job and residency. Requests about unambiguous SHRM approaches set up and encounters with their execution [11]. Investigation of the challenges looked during the execution cycle. Conversation on methodologies used to address difficulties and proposals for development. The meeting information were translated word for word to guarantee precision. Topical investigation was then utilized to recognize normal subjects and examples.

The investigation interaction included: Perusing and yet again perusing the records to turn out to be profoundly acquainted with the substance. generating the initial codes necessary to capture key concepts and ideas. Examining codes into possible topics and sub-topics. honeing in on themes to guarantee that they accurately reflect the data. Obviously characterizing each topic and doling out unmistakable names. To improve the unwavering quality and legitimacy of the review, a few methodologies were utilized: cross-verifying findings by utilizing multiple data sources (administrators, faculty, and HR professionals).

Imparting primer discoveries to members to check the precision of understandings. Keeping up with itemized records of the exploration interaction, including direction and changes made during the review. Moral endorsement was gotten from the important institutional audit board [12]. All participants gave informed consent, which ensured that they were aware of the study's purpose, their right to withdraw at any time, and the safeguards in place to maintain their confidentiality. By following this thorough philosophy, the review means to give an extensive comprehension of the execution difficulties of SHRM strategies in administration schools in Vidarbha, giving important bits of knowledge and functional suggestions for instructive foundations.



**Fig 3: Methodology of SHRM**



## Findings

Protection from change arose as a huge test in the execution of SHRM strategies across every one of the five administration schools. Key elements adding to this opposition included: Numerous personnel and staff individuals missing the mark on clear comprehension of SHRM strategies and their advantages. This absence of mindfulness frequently brought about wariness and hesitance to take on new practices. There was an unavoidable trepidation among staff that SHRM strategies would prompt extra liabilities without comparing backing or remuneration. This worry was especially articulated among senior employees. Staff individuals were anxious about what SHRM arrangements could mean for their professional stability, expecting that presentation based assessments could prompt employment misfortunes. The arrangement of HR rehearses with vital goals was another significant test distinguished. The misalignment frequently originated from [13]:

There was a critical correspondence hole between HR offices and scholarly initiative. HR systems were not generally imparted successfully, prompting a distinction between essential objectives and HR rehearses. In certain foundations, there was an absence of an unmistakable, firm essential vision. Without a clear cut vital course, adjusting HR practices to institutional objectives became troublesome. The hierarchical construction frequently prompted divisions working in storehouses, which blocked cooperative endeavors to adjust HR practices to more extensive vital goals. Restricted monetary and HR were every now and again referred to as obstructions to viable SHRM execution. Explicit issues included: Many schools confronted limited financial plans, which confined their capacity to put resources into pivotal HR drives like proficient turn of events, current HR advancements, and thorough worker benefits. HR professionals with the skills necessary to create and implement effective SHRM policies were severely lacking. Smaller institutions were particularly affected by this gap. A few schools coming up short on vital foundation to help progressed HR rehearses, like strong HR data frameworks and present day office offices [14].

The capacity of HR divisions to execute SHRM arrangements actually was another critical test. Main points of contention included: Numerous HR divisions needed staff with the particular abilities expected for vital HR arranging and execution. The lack of opportunities for training and professional development exacerbated this problem. The implementation of SHRM policies was further hampered by the lack of continuity and institutional knowledge caused by high HR staff turnover rates. HR divisions frequently took on a receptive as opposed to proactive methodology, zeroing in on quick regulatory errands rather than vital preparation and long haul objectives.

The novel authoritative culture of instructive foundations introduced difficulties to SHRM strategy execution. Explicit social angles included: The solid accentuation on scholarly opportunity and independence frequently brought about protection from normalized HR rehearses apparent as encroaching on individual autonomy [15]. The way of life in many schools focused on individual accomplishments and scholastic greatness over aggregate hierarchical objectives, making it challenging to encourage a cooperative way to deal with SHRM. There was a dependence on customary HR practices and hesitance to embrace creative methodologies. This protection from change was areas of strength for especially lengthy serving personnel and staff. The review distinguished a few interrelated difficulties influencing the execution of SHRM strategies in administration schools in Vidarbha. These difficulties can be summed up

as follows: Driven by an absence of grasping, feeling of dread toward expanded responsibility, and employer stability concerns. Coming about because of insufficient correspondence, indistinct vital vision, and siloed divisions. Counting financial plan requirements, deficiency of gifted HR experts, and lacking foundation. Because of absence of skill, high turnover, and a responsive methodology. Underscoring scholarly opportunity, individual accomplishment, and conventional practices. These discoveries give a complete comprehension of the hindrances to SHRM execution in administration schools and feature the requirement for designated systems to address these difficulties.

## DISCUSSION

Protection from change is a typical test in numerous associations, including instructive establishments. To moderate this obstruction, the board schools in Vidarbha ought to zero in on the accompanying methodologies [16]:

Clear and reliable correspondence about the reason and advantages of SHRM arrangements can assist with decreasing vulnerability and assemble trust. Customary updates and open gatherings where workforce and staff can clarify pressing issues and express worries are critical. Including personnel and staff in the preparation and execution periods of SHRM arrangements can increment purchase in and lessen opposition. Stakeholders will feel valued and included in the process as a result of this participatory approach. Giving exhaustive preparation projects to help personnel and staff comprehend and adjust to new HR rehearses is fundamental. Additionally, providing support systems like mentoring and counseling can lessen anxieties about job security and increased workload. A concerted effort to bridge the gap between HR departments and academic leadership is necessary for improving the alignment of HR practices with strategic objectives:

Laying out normal correspondence channels between HR offices and scholarly pioneers can work with better comprehension and coordinated effort. Workshops and joint strategy sessions can assist in aligning HR initiatives with institutional objectives. Creating and it is critical to explain a reasonable vital vision. This vision ought to be imparted successfully to all partners, guaranteeing that everybody comprehends how HR rehearses add to more extensive hierarchical targets. Empowering offices to work cooperatively as opposed to in storehouses can upgrade vital arrangement. Coordinated arranging meetings where HR techniques are examined with regards to generally speaking institutional objectives can cultivate a more firm methodology.

The success of SHRM initiatives depends on securing sufficient resources. The following options should be considered by management schools: Investigating elective money sources like awards, organizations with industry, and graduated class gifts can offer extra monetary help for HR drives. Zeroing in on HR ventures that offer the best essential effect, for example, proficient advancement projects and current HR advances, can expand the utilization of restricted assets. Executing proficient asset the executives rehearses, for example, cost-sharing courses of action and asset pooling among schools, can assist with upgrading accessible assets. Fostering the capacities of HR divisions is fundamental for successful SHRM execution:

Drawing in and holding talented HR experts is basic. Offering serious compensations, proficient improvement open doors, and a positive workplace can assist with

accomplishing this. Putting resources into constant expert advancement for HR staff guarantees they remain refreshed with the most recent HR patterns and practices. Workshops, certifications, and advanced degree programs are all examples of this. Cultivating a culture of constant improvement inside HR divisions empowers development and transformation. Performance reviews and feedback loops on a regular basis can be used to track progress and identify areas for improvement.

Making a strong hierarchical culture that values SHRM is basic for its fruitful execution: Moving the concentration from individual accomplishments to aggregate hierarchical objectives can assist with establishing a more cooperative climate. This shift can be strengthened by recognizing and rewarding team accomplishments. Solid authority obligation to SHRM is fundamental. Pioneers ought to display the ideal ways of behaving and effectively advance the significance of key HR rehearses [17].

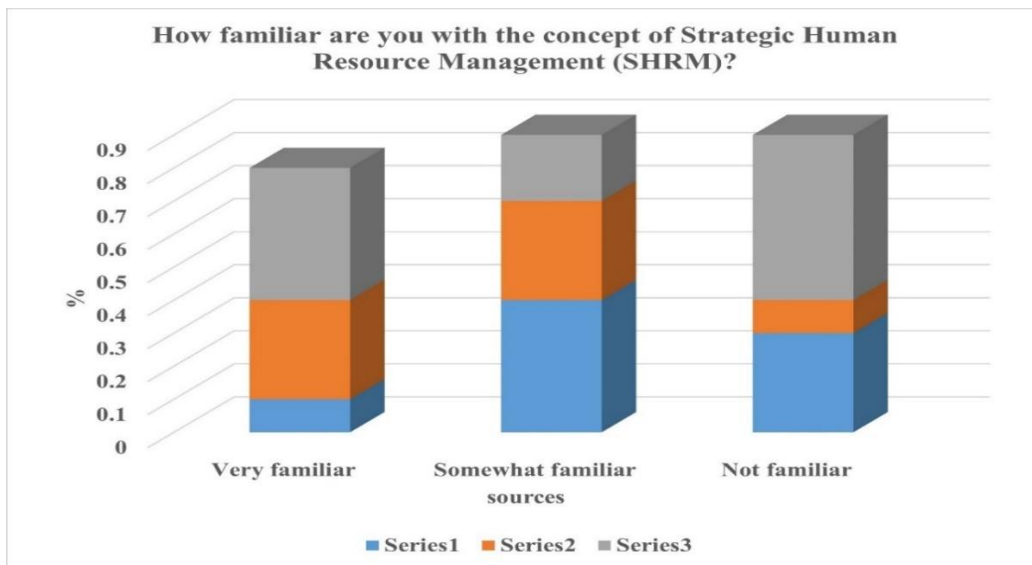
Executing social change drives, for example, studios on the significance of SHRM and group building exercises, can assist with moving conventional mentalities and cultivate a more strong culture. The discoveries of this review have a few ramifications for strategy and practice in administration schools in Vidarbha: Instructive policymakers ought to create and advance arrangements that help the execution of SHRM rehearses in instructive foundations. This incorporates giving rules and assets to successful SHRM.

Laying out stages for the executives schools to share best practices and gain from one another's encounters can assist establishments with defeating normal difficulties. For continuous improvement, it is essential to implement robust monitoring and evaluation mechanisms to evaluate the efficacy of SHRM practices and make necessary adjustments. While this study gives important experiences into the difficulties of SHRM execution, it has a few constraints:

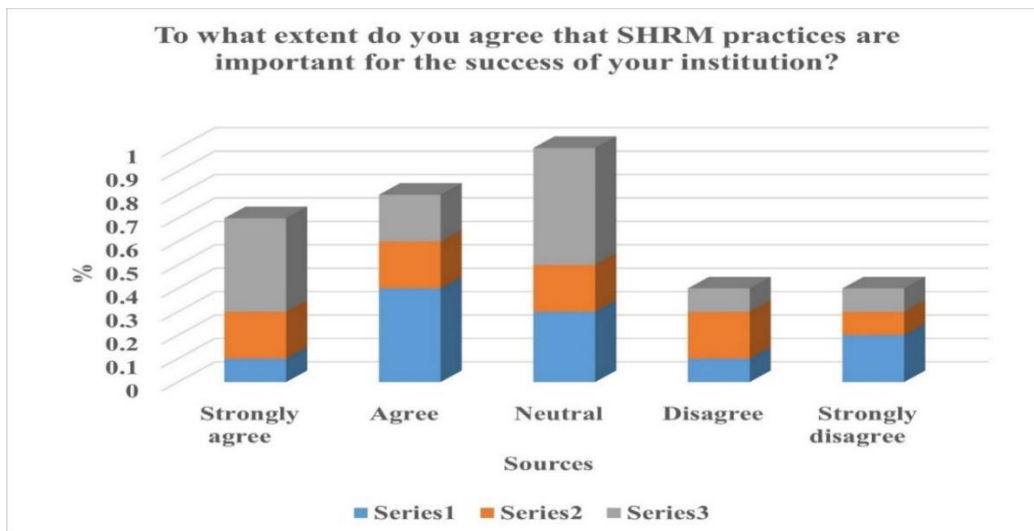
The review is restricted to the executives schools in Vidarbha, and the discoveries may not be generalizable to different locales or sorts of instructive establishments. The subjective methodology gives inside and out bits of knowledge however may not catch the full degree of difficulties experienced across various settings. Future examination ought to consider: Leading quantitative examinations to supplement the subjective discoveries and give a more extensive point of view on SHRM execution challenges. Contrasting SHRM execution in various locales or sorts of instructive establishments to recognize normal difficulties and extraordinary relevant elements.

Longitudinal investigations to follow the effect of SHRM rehearses after some time and survey the drawn out viability of various techniques. By tending to these difficulties and executing the suggested methodologies, the board schools in Vidarbha can upgrade their SHRM rehearses, eventually working on authoritative execution and accomplishing their essential targets.

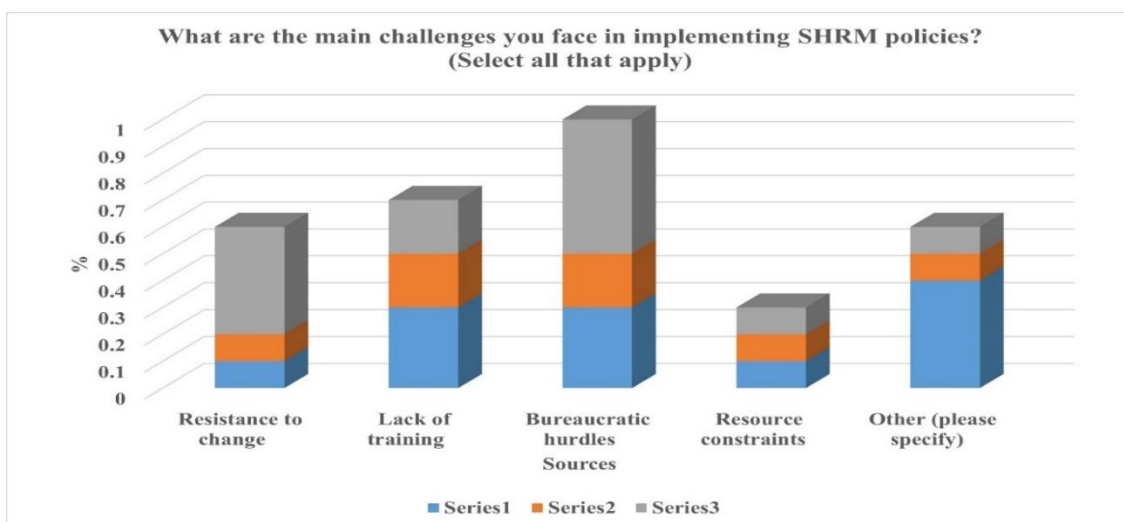




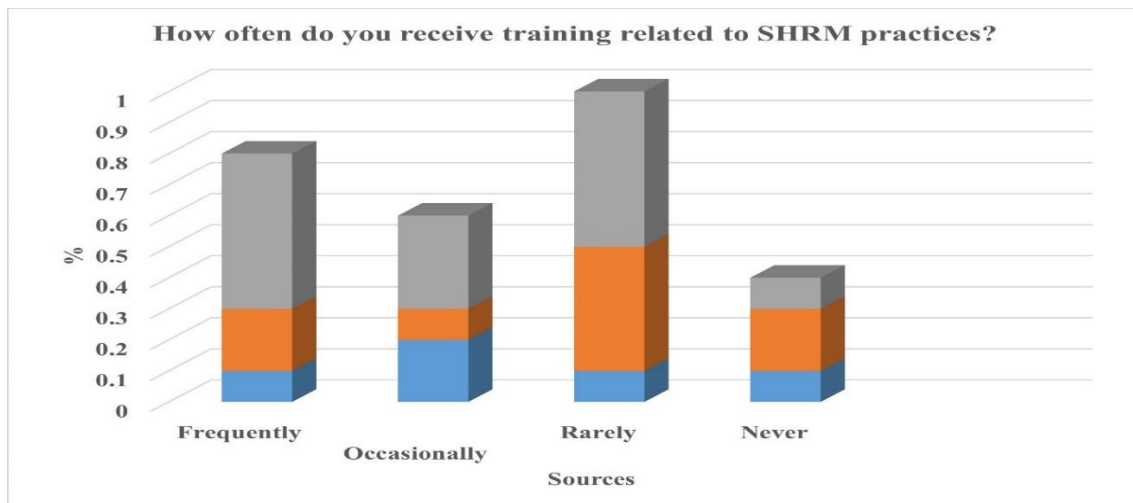
**Fig 4: Survey Questionnaire 1**



**Fig 5: Survey Questionnaire 2**



**Fig 5: Survey Questionnaire 3**



**Fig 5: Survey Questionnaire 4**

## CONCLUSION

This review investigated the execution difficulties of SHRM strategies in administration schools in Vidarbha, distinguishing a few key obstructions. Protection from change was viewed as critical, driven by an absence of grasping, feeling of dread toward expanded responsibility, and professional stability concerns. Inadequate communication, ambiguous strategic visions, and siloed departmental structures were frequently the causes of strategic misalignment between HR practices and institutional objectives. Asset requirements, including restricted monetary and HR, further upset viable SHRM execution.

Furthermore, deficient HR capacities and the novel authoritative culture of instructive organizations, which stress scholastic opportunity and individual accomplishment, presented significant difficulties. Powerful execution of SHRM arrangements is pivotal for the progress of instructive establishments, especially the board schools in Vidarbha. By tending to the recognized difficulties through essential correspondence, arrangement, asset the executives, capacity building, and social change, these establishments can upgrade their HR rehearses, work on authoritative execution, and accomplish their essential goals. This review adds to the comprehension of SHRM execution in instructive settings and proposes commonsense suggestions for beating hindrances, eventually encouraging a more viable and key way to deal with human asset the executives in administration schools.

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## Appendices

### Appendix A: Survey Questionnaire

1. How familiar are you with the concept of Strategic Human Resource Management (SHRM)?
  - Very familiar
  - Somewhat familiar
  - Not familiar
2. To what extent do you agree that SHRM practices are important for the success of your institution?
  - Strongly agree
  - Agree
  - Neutral
  - Disagree
  - Strongly disagree

3. What are the main challenges you face in implementing SHRM policies? (Select all that apply)
  - Resistance to change
  - Lack of training
  - Bureaucratic hurdles
  - Resource constraints
  - Other (please specify)
4. How often do you receive training related to SHRM practices?
  - Frequently
  - Occasionally
  - Rarely
  - Never
5. Please provide any additional comments or suggestions regarding SHRM implementation in your institution.

#### **Appendix B: Interview Guide**

1. Can you describe your experience with implementing SHRM policies in your institution?
2. What specific challenges have you encountered?
3. How do you address resistance to change among faculty and staff?
4. What types of training programs are available for staff regarding SHRM practices?
5. How do bureaucratic processes impact the implementation of SHRM initiatives?
6. What resources are necessary for effective SHRM implementation, and how do you manage resource constraints?
7. In your opinion, what steps can be taken to improve SHRM implementation in your institution?