

Rationalizing the Relationship between Ergonomics and Human Resource Management

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ABSTRACT

The paper contains the attributes of contemporary ways to deal with the recognizable proof of the relationship between ergonomics and human resource management. Considering the fragmentary nature of studies performed in the field, based on the results of literature analysis, a conceptual model of relations between ergonomics and human resource management is constructed. The application of ergonomics in human resource management can support improvement in both employee well-being, reduces error, increases productivity, enhances safety and enhances comforts. This paper outlines and documents a research and practice gap between the fields of ergonomics and HRM research that has not been previously discussed in the management literature.

1. Introduction

Ergonomics contrasts from management in that management focuses more on choosing and creating individuals to fit them to the framework, while ergonomics centers on adjusting the framework plan to fit it to the individuals ("human factors engineering"). Ergonomics is officially characterized as the investigation of how people interface with their current circumstance for helpful purposes. A more centered however less conventional definition is that it is the investigation of components that make work simple or hard. Human Resource Management, or HRM, is the act of overseeing individuals to accomplish better execution. For instance, in the event that you enlist individuals into a business, you are searching for individuals who fit the organization culture as they will be more joyful, remain longer, and be more beneficial than individuals who won't find a way into the organization culture.

Ergonomic aspects of management is firmly connected to the idea of ergonomics, the science managing the transformation of work to the human body as far as its highlights and attributes of mental and physical, and of the need to make and guarantee ideal working conditions to improve not just execution, yet and comfort. A wide scope of issues, which incorporate ergonomic highlights due to the interdisciplinary nature of science. Ergonomics draws due to the accomplishments of the organic sciences, specialized and authoritative. Because of the cozy relationship of management process and its moral contemplations, it is proposed to expand the extent of exploration on the issue of moral mentalities of representatives and observing their consistence with the rundown of assignments in the investigation of management. M. Parkin (1990), composes, human resources is the gathered aptitude and information on individuals, which emerge from their preparation and instruction - these are the factor of creation called assets or capitals.

Viable management of human assets influence the organization's capacity to adjust to changing working conditions, just as a fundamental condition for keeping up or increasing an upper hand. The issue of management in the organization is available in numerous theoretical understandings. In this piece of the paper will be introduced - in view of the investigation of writing - distinctive way to deal with this region of examination. Literature gives numerous terms that perceive the understandings of management. Frequently there are limits: the administration or management of the human factor, personnel management, human resource management, human resource management and labor resources, management of potential human (social)

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personnel function, personnel policies (personal, personnel), employment, human capital management, or - the broadest concept - management of intellectual capital. Appropriate ergonomic plan is important to forestall repetitive injuries and other problems, which can create over the long run and can prompt long haul inability. Human factors and ergonomics are worried about the "fit" between the user, equipment, and climate or "fitting a job to a person". To evaluate the fit between an individual and the used technology, human factors specialists or ergonomists consider the job being done and the demands on the user, the equipment used and the information used. Ergonomics draws on numerous controls in its investigation of people and their surroundings.

2. Literature Review

The general motivation behind (HR) is to guarantee that the association can make progress through people. HR expert's deal with the human resources of an association and spotlight on executing arrangements and cycles. The framework benefits saw in the looked into writing are commonly reliable with the 'Asset Based View' (RBV) of the firm which proposes that firm seriousness is a result of misusing assets that are important and hard to imitate (Barney, 1991; Barney and Wright, 1998). A human focused creation framework is portrayed by allowing a unification of arranging and doing, creating capabilities in spite of de-capability, anticipating that the user should be in charge of the work cycle and the innovation, opening for the utilization of human skills and guaranteeing a sound and socially intuitive workplace. (Charles et al., 1990).

Consenting to Perrow (1983), accentuates that inside the viewpoint of authoritative hypothesis the principle issue is neither originators nor organizers absence of information and inspiration to incorporate human consider information their exercises nor the capacity of the human elements masters to introduce satisfactory and helpful information. The reason for the issues is to be found in the authoritative setting, which restricts the human factor pros' impact and limits their point of view. To comprehend concerning why human components are ignored Perrow in a more exhaustive model focuses to explicit parts of the social structure, for example, top administration not stressing ergonomics in objectives and viewpoints, a prize structure of the association barring execution in ergonomics, creators not being given the results of their choices, and a differentiating rationale for plan and procedure on what describes great plan (Perrow, 1983). As a result, human variables masters get a minimal situation in the association. They are a little gathering described by deficient conventional impact, no control of vital assets and a frail organization in-and outside the association and consequently not having early data of chances and dangers. Additionally, their expert methodology is new to the planners.

Ergonomics (commonly referred to as human factors) is the application of psychological and physiological principles to the engineering and design of products, processes, and systems. Human factors refer to environmental, organisational and job factors, and human and individual characteristics, which influence behaviours at work in a way which can affect health and safety. The objective of human elements is to lessen human mistakes, increase efficiency, and improve wellbeing and solace with a particular spotlight on the collaboration between the human and the human factors. The field is a combination of numerous disciplines, such as psychology, sociology, engineering, biomechanics, industrial design, physiology, anthropometry, interaction design, visual design, user experience, and user interface design. In research, human factors utilizes the logical strategy to consider human conduct so the resultant information might be applied to the four essential objectives. Generally, it is the investigation of planning hardware, gadgets and processes that fit the human body and its intellectual capacities. The two terms "human factors" and "ergonomics" are basically equivalent. Ergonomics (or human factors) is the logical discipline concerned with the comprehension of connections among people and different components of a framework, and the calling that applies hypothesis, standards, information and strategies to configuration to enhance human prosperity and in general framework execution.

3. Methodology

This paper is constructed by the using research method of systematic comparative analysis of scientific literature. Systematic comparative analysis of scientific literature revealed that studies of relations between ergonomics and HRM. The aim and objective of this study is to find out how ergonomics is concerned with what people are being asked to do (the task and its characteristics), who is doing it (the individual and their competence) and where they are working (the organization and its attributes), all of which are influenced by the wider societal concern, both local and national. Ergonomics interventions will not be effective if they consider these aspects in isolation. The scope of what we mean by ergonomics includes organisational systems and is considerably broader than traditional views of ergonomics. Ergonomics can, and should, be included within a good human resource management system and so can be examined in a similar way to any other risk control system.

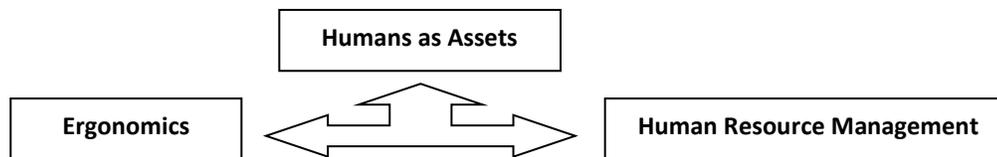
4. Results and Discussion (Calibri (Body), Font Size 10)

The results of our analysis counter the notion that attention to ergonomics in the design of HRM is an advantage. Instead, it would appear that careful application of ergonomics principles in operating human resource management can improve productivity, reduces error, increases productivity, enhances safety and enhances comforts, quality, and have intangible benefits for operations while also securing wellbeing and working conditions for employees. Let's discuss two aspects.

4.1 Humans as Assets in both Ergonomics & HRM

Individuals have a wide range of abilities and limitations. Ergonomics approach focuses around how to utilize these capacities: by planning occupations and gear which are good for individuals. This improves their wellbeing and security as well as frequently guarantees a superior oversight, more powerful association. Human asset management is the part of the company that oversees human resources (or human resources). It is the administration of workers as assets, consolidating numerous reasonable components of a representative's life cycle through an organization focusing on that individuals are an organization's most significant resources. Numerous components are remembered for the Human asset management zone, including manager marking, enrollment, onboarding, maintenance, advancement, culture, profession the executives, portability, progression arranging, ability the board, execution the board, representative organization and legitimate issues.

Human resources is a theoretical resource or quality not recorded on an organization's asset report. It very well may be named the financial estimation of a specialist's experience and abilities. This incorporates resources like schooling, preparing, knowledge, abilities, wellbeing, and different things businesses worth, for example, unwaveringness and timeliness. The idea of human resources perceives that not all work is equivalent. Yet, managers can improve the nature of that capital by putting resources into workers—the schooling, experience, and capacities of representatives all have financial incentive for bosses and for the economy in general. Human resources is significant in light of the fact that it is seen to expand efficiency and along these lines productivity. So the more an organization puts resources into its workers (i.e., in their schooling and preparing), the more gainful and productive it very well may be. Human resources is commonly overseen by an association's (HR) division. This office administers labor force securing, the board, and streamlining. Its different orders incorporate labor force arranging and procedure, enrollment, representative preparing and improvement, and announcing and examination.



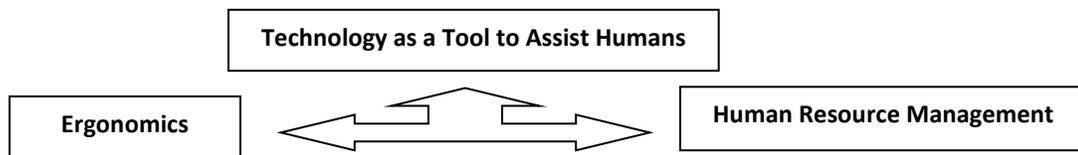
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4.2 Technology as a Tool to Assist Humans in both Ergonomics & HRM

The occupation including territories, for example, the idea of the undertaking, outstanding task at hand, the workplace, the plan of presentations and controls, and the function of methods. Assignments ought to be planned as per ergonomic standards to assess both human constraints and qualities. This incorporates coordinating the employment to the physical and the psychological qualities and restrictions of individuals. Mental perspectives would incorporate perceptual, attentional and dynamic prerequisites. Innovation is tied in with helping individuals. In any case, innovation advancement isn't headed to boost the entirety of society's objectives. Applications that bring in cash get manufactured, while applications that don't bring in cash don't get constructed. Overcoming any issues between the conceivable and the productive in socially advantageous uses of innovation is basic, and it's a significant exertion that requires the consideration of the innovation network. The social area needs more innovation instruments, and the obstructions to utilizing innovation in this area are contracting every day. Market disappointment isn't the last word: since something isn't monetarily worthwhile is no motivation not to do it. Innovation is very simple to reproduce efficiently: that is the reason programming organizations are frequently so beneficial. This equivalent influence can be put to use in social utilizations of innovation. The need is intense for deft social business people to connect these holes: among plausibility and productivity, among business and government, and among technologists and impeded networks. The open doors are numerous and the necessities are extraordinary. Technologists love to take care of issues; it's their main event best. We have to give new models to how to achieve incredible things with innovation. Innovation has produced colossal abundance through the monetary influence of innovation. For those of us who have made budgetary progress, there is regularly a need to offer in return. We need to help the establishments and frameworks that made that

achievement conceivable and make new open doors for people in the future. Albeit much innovation altruism will be of a conventional sort, the drive to enhance doesn't and shouldn't stop. The socially valuable uses of innovation offer these altruists another choice to apply their riches and the exercises of innovation venture to new necessities. Taking a gander at the social area as esteemed clients for innovation instruments changes the dynamic from noble cause to commitment: helping impeded networks help themselves.

Technology is frequently treated as something that is either inconvenient or favorable to our common human capacities. Or then again it is viewed as something that we have to get a grip of to stay aware of the evolving scene. Toward one side of the scale, innovation might be viewed as a danger to "regular" methods of being and acting human, or a force that we can't control. What's more, at the opposite end, it very well may be viewed as a guarantee of another sort of mankind, rising above the cutoff points set by our organic bodies and uncertain human knowledge. The individual including his/her capability, aptitudes, character, demeanor, and danger discernment. Singular qualities impact practices in complex manners. A few qualities, for example, character are fixed; others, for example, abilities and perspectives might be changed or improved. The association including work designs, the way of life of the work environment, assets, interchanges, initiative, etc. Such factors are frequently disregarded during the plan of occupations however impact individual and gathering practices.



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5. Conclusion

A few authors have unequivocally tended to the administration of ergonomics, human elements, work related wellbeing and security or workplace. They don't present profoundly operational ideas connected in straightforward causal chains, however single out ideas and relations vital for presenting changes. This remembers a change for the conceptualization of the part of the ergonomist. The function as a political specialist has been proposed to supplement the parts of a specialist and a facilitator. This doesn't suggest that the ergonomist should be a specialist in authoritative turn of events, however as the point of ergonomics is to add to a superior plan of work the comprehension of their job is fundamental. The agreement might be founded on presence of mind accomplished through training, yet the hypothesis opens up for a more significant reflection on training. In this way, it is critical to create concentrates on what may be called the executives of ergonomics, and a direction towards authoritative advancement should be important for the expert information. Ergonomics and human resource management is closely linked to the management of human resources in the labor process, treated very broadly, including both production processes, as well as administrative and office work, as well as the work environment.

One ought to decide ergonomics as the information about how best to adjust the innovation, apparatuses, machines, association and actual workplace and customer things to the anatomical, physiological, mental and social requirements of the individual. Connecting ergonomics with HRM is reflected, among others. In the suggestions of this investigation, concerning the association and working of the human (machine assurance, association and rest breaks). The issues of ergonomics in the working environment is likewise remembered for the proposed review sanction organization faculty. Final findings is that, careful application of ergonomics principles in operating human resource management can improve productivity, reduces error, increases productivity, enhances safety and enhances comforts, quality, and have intangible benefits for operations while also securing wellbeing and working conditions for employees.

Successful research in this area depends on the co-operation between ergonomics researchers and HRM researchers, as the research topics that we suggest require expertise from both domains. Ergonomics and HR researchers need to work collaboratively, since the research issues span multiple expertise domains. Most of the studies in our review tended to do rigorous evaluation of one effect, with a less rigorous supplemental look at the other effects of interest. Improving study quality, by the collaboration of both ergonomics and HRM researchers might yield superior study quality with results that are credible in both domains.

Conflicts of Interest:

There is no conflict of interest from the author side.

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