OBSTACLES OF TRANSFORMATION OF HUMAN RESOURCES (HR) WITH AN EMPHASIS ON CULTURAL ORGANIZATIONS

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Abstract

Human resources development is one of the most important aspects of the evolution of today's organizations, especially cultural organizations. Since the social and cultural developments on the one hand and the other hand technology changes the Organization has had with these changes are necessarily both side cultural organizations also must comply with these changes. Without doubt, to achieve the transformation of cultural barriers in the organization there. The present study demonstrates for the evolution of cultural organizations and facing obstacles in regard to the three aspects of society, and that the organization is important. In the field of community issues, as well as pay attention to customers ' tastes, cultural plurality as well as different sources of cultural consumption should be taken into consideration. Technical and organizational issues in the next structural obstacles considered and in the field of legal aspects of the topics and learn organizational constraints arising from private sector investment is of the utmost importance.

Key words: human resources, transformation, cultural organization, culture

Introduction

Today organizations of a social necessity, on the other hand, to sue because of the spread of human experiences, technology development and industrial development, comprehensive and universal practice is to spread that one of the most important indicators of the extent of growth of any society, the scope of tasks. In modern times, it is thought, is that if the community's wishes for economic, industrial and political system and it are social and transform it with the new requirements and the requirements of as a comprehensive policy, and is inevitably in the development of human resources. Hence, in recent years the basic necessity for the transformation of the subject in concern of the organizations, including establishing the country's officials and experts has been turned to the question of where this has been in the national discussion of the evolution of the human resources of the most important issues in this field [1]. Cultural organizations through the power of influence in society are of great importance. Cultural organizations, including the Organization of training and services and organizations that are working in the field of culture.

What is the problem?

The concept of development is a conceptual quality development or quality of close communication with human resources. In this sense, the development of economic growth and the increase of per capita income. This growth factor in human thinkers developed know, hence the importance of the country to be developed to distinguish the quality of man. Developed this concept in the educational, scientific, research, and insight is remarkable. In such a case, humans will be able to use the knowledge, logic, strategic insight and strategic thinking, and system development to realize overall [2]. In the last decade of the 21st century concepts such as social capital and cultural capital is also defined and what today would be considered by the experts, the concept of human development that includes all the implications before it. Research and studies conducted in recent years indicate that investment in human resource development as the primary return several times on the allocation of capital and profitability plus In addition to the groups in the market and employment today, so the movement of the human that lacks the characteristics of the development of intellectual capital in the employment cycle does not place so much of the current work force at the unemployment structural, i.e. transform market resulting from the failure to adapt the characteristics of the workforce or prerequisites and requirements of the market with regard to what passed the judgment that the border distinction between developing and developed countries, the current approach to education Human resources human resource management thinker in developed countries is more root and takes so there is no doubt that developing countries wish to distance themselves from the current, if with the developed countries in the medium term reduce the status and compete with them. Should seriously plan for the development of their human resources and investment, and the reflection of material focused on their own in this field [3].

Today, most of the changes to the technology, the new devices offer revolves around new tools, automating devices using advanced computer bypasses the competitive factors or innovations. Industrial often requires that a change agent, practical approaches, tools or new devices. While less attention to the human factor. Today's managers in creating organizational transformation with two basic issues are: the first question that how force and their human resources development in the direction that they are better able to coordinate environment with changes and developments. The second issue is how the human resources organization in power and direction guiding the Organization's goals, while carry out the mission, the staff needs to be funded. This is the question on more important cultural organizations because these organizations on the one hand, with social issues and constraints and the other with the organizational constraints. On this basis, the evolution of cultural organizations is far more complex than non-Cultural Organization. This transformation is essentially through the creation of a sense of necessity and urgency, the creation of the Coalition help, development vision and strategy, the transformation of the landscape to move people, to empower employees to take measures encompassing the creation of short-term victories, success and changes summary more and created a culture of institutionalized transformation. The transformation of the right at any time to the surface, the managers and leaders of the Republican takeover and has the necessary knowledge and skills to lead the transformation of the comprehensive plan and strategy, based on the purpose and mission of the trail requires [1].

It is a remarkable point of the human-driven change and transformation in the organization. In this cultural organizations are more important and more fundamental may be the same for most for transformation and innovation of investment and planning must be spent on human resources in various dimensions and been the source of the readiness of the production, breeding and the applied methods, patterns and changes needed to obtain [4].

In addition, since the vast social changes and cultural organizations are also to cope with change and transformation and of the workers in mind. In this case, revise and improve the innovation and transformation of the basis and in addition to the wishes of the lack of focus in the Organization's activities, the necessity of transformation in human resources as well as a big challenge for this organization has been considered.

The conditions of the world today is a way to disprove the status quo is not desirable, but may not be spent in that sense of the need for change and evolution and understanding of the necessity and importance of it itself does not lead to the desired change and transformation, and the transformation of the change is invalid because the ability to easily, spontaneous and without planning, effort and investment necessary for does not accept Hence, the community of any change requires a conscious planning wisely and humans as the centerpiece of this program of special according to. Therefore, the necessity of now feel is critical with this kind of basic developments and open note and, while a gradual adaptation to meet the manpower and the education system of the country with these changes, the next generation of new ready to deal with the terms [5]. If there is a belief that the prerequisite of a developed society, the organization developed and developed organizations as well as their actual power and authority due to the existence of a human resources expert and committed to the strategic assets into the hands of as, should the organization that was to rely on point and axis as activities to facilitate and promote the process of social, economic and cultural development, it is expected that the frequency sensitivity Goes for shaping and making the necessary ability to understand the needs of future generations, new skills, new knowledge and insights and critical points of view are very new, In General, pay attention to the evolution of the human resources necessary for cultural organizations has found the following:

1. Lack of attention to global developments and the need for the adoption of specific and efficient local
2. Globalization and its positive and negative consequences, and the necessity of paying attention to the acceptance of positive points and the ability to deal with the negative consequences of
3. Generation gap
4. Special attention to components of civil society and civil culture
5. Increase the importance of culture in solving social problems
6. Expand the cultural organizations more globally and domestically
7. Importance of finding manpower in fundamental developments and changes and to achieve sustainable development
8. Importance of access to the growth and development of the indigenous peoples

Obstacles to the transformation of HR

Fear of the changes
The members of the Organization due to the unreliable nature of the change, a change may be in terms of resistance against mental change. The past performance of the duties of the well known and reliable forecasting and its lack of willingness to leave or to leave the familiar relationships may cause resistance.

Fear of the unknown
The majority of the resistance change due to fear of the unknown and doubt there will be, when the old and familiar method of man with a new method, and instead make sure non-anxious. Lack of information or understanding of concerned, often brings fear to exist with the Super and not having full security.

Bash the ordinary method

Bound together with the bash to be eternal and habits are likely to be met with resistance, because a person's behavior and habit of largely born from methods of fixation, as the last way to try and be successful, there is less passion to change it.

Loss of benefits available

If a change will be that they feel pressure on your staff it is possible to make it a significant loss of personal security, they also may be deemed to be a change with the loss of emotion and peace of mind together.

Officials and the position

With any related change that cause the Manager or group of credit will be opposition. A person's status or position and bound to endanger the group likely will face resistance. For example, the Director of the Office of the change that caused the deficit to its credibility and ability may not show it sees required.

Security threat

Sometimes a change in a person's or group's potential for loss and sometimes change is safety people by virtue of their environment; they are in danger and as a result, the tendency to resist them. This issue may be threats like the loss of jobs, the low potential progress, and change in job positions, reducing the wage and job gains and improved oil recovery requests.

Reconnect the power distribution

A major factor that causes the resistance against the innovation is that the re-organization will always reset the distribution of power and influence. Individuals or groups who feel that a change in the amount of influence he will experience low resistance against it.

Bash in Social networks available

Generally, technical changes will be accepted faster, on the condition that existing social networks on must either. Change may be social or friendship, of the non-official groups.

Compliance with norms and culture

Strong supports because of a group norm are not easily changed. This applies particularly in the case of an individual from the Organization to change a norm, is looking for. Such exclusion of the individual groups. In this case, the process of change may cause more unrest before the Group's introduction [6].

The most important level of change and transformation in organizations, in order to enhance the effectiveness of the program, changes in attitude, insight and behavior of the members of the organization. Obviously the first step in the development of human resources planning, knowledge of the properties of the human resources and the appropriate decisions in order to achieve this goal would be now in the world other than GDP as an indicator to assess the development of intellectual capital in the political, economic and social analysis is not used.
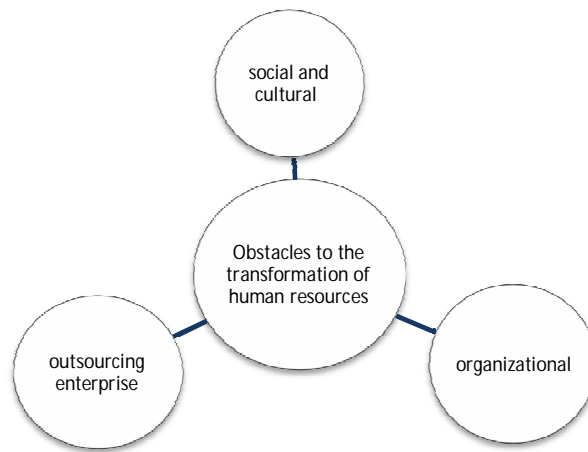
Obstacles to the transformation of HR

Fig 1- Obstacles to the transformation of human resources

Cultural Organization, on the one hand meet the characteristics of an organization includes structure, communication, human resources, and on the other hand, different social responsibility for members of the community. On the other hand this is due to the difference in the matter of organizations working with different areas of law, politics, and religion. There is a direct connection. Hence the evolution of the human resources function of the three sections will be different.

   The graph above is the evolution of the human resources challenges in the three levels of outsourcing enterprise, organizational and social and cultural review show; in each of these levels are examined separately.

1. Organizational barriers

Organizational barriers

- Lack of time management
- lack of comprehensive planning
- lack of Interaction with industry
- Non-observance of the principles of training
- The lack of human resources satisfaction of rights and benefits received
- Interact with scientific centers.
- Weakness in knowledge management
- Inattention to the orientation team
- Infinite system efficient
- Power transfer
- Organizing forces
- Modulation
- Prediction of needs
- Practice of application of force
- Employment tests
- Evaluation processes
- Feedback
- Wages and salaries
- Work conditions
- Lack of motivation and sufficient grace
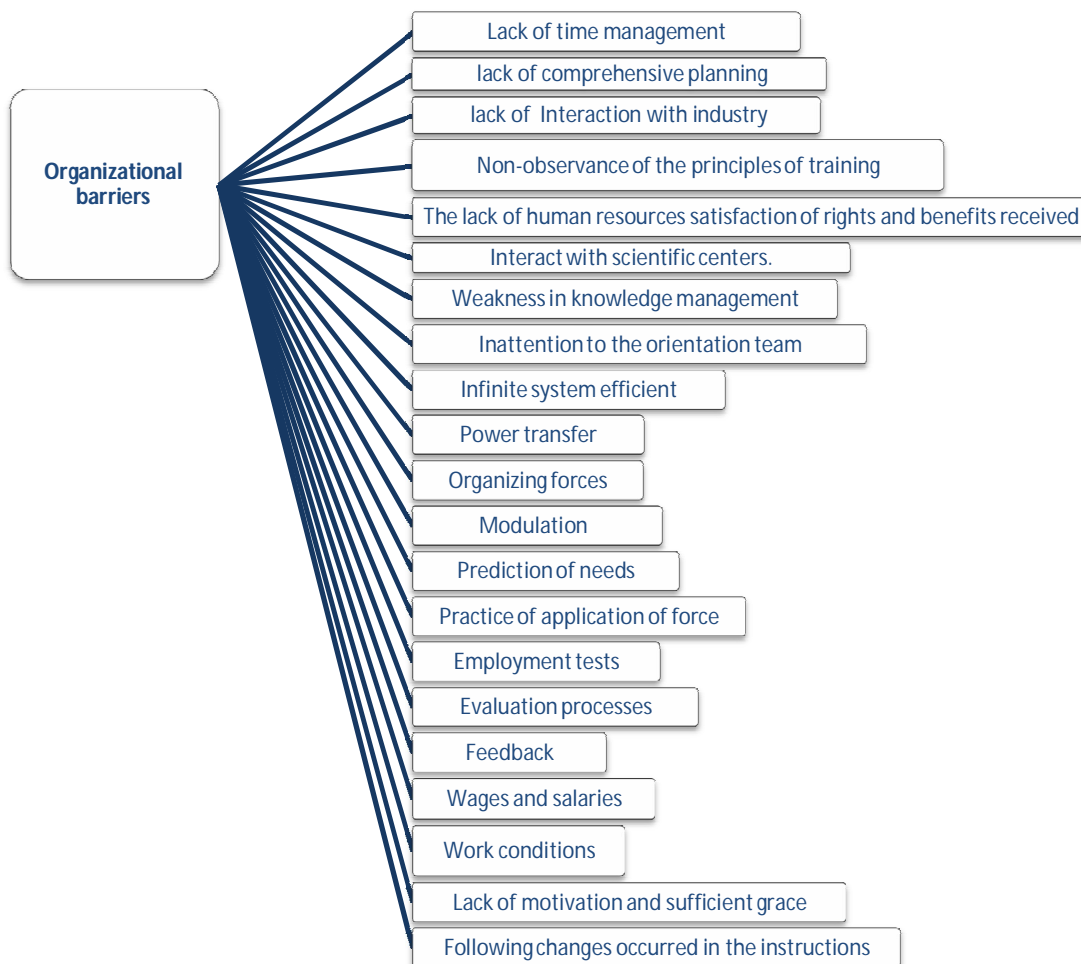- Following changes occurred in the instructions

Fig 2- Organizational barriers

More attention in the organizational obstacles on obstacles that its main source is located within the organization can be strengthened through structural, technical structures, reduced the barriers to communication. Institutional barriers generally include weakness in time management, the lack of interaction with the industry, the lack of attention to organizational training, lack of attention to triggers, neglect to knowledge management, the lack of targeted interaction with scientific centers, as well as the lack of standard employment exams.

Time management is one of the most important obstacles facing the development of manpower in cultural organizations. To neglect the requirements of time can damage especially in manpower training. Cultural organizations often do not have a great relationship with the industry; this factor plays an important role in their social alienation from the environment and industrial employees. Especially when the cultural organization produces communication products with the desired community. Team activities to neglect can be serious damage to the Organization, especially when the corporate culture through the flexibility of the community staff. In this case, employees are isolated and reluctant to group activities. This can greatly reduce employee motivation and productivity. Employment tests play an important role in the reduction of the handling staff. of any size is the standard test the

likelihood of absence, working less will be more. On the other hand, according to the material level of staff motivation and the intellectual level in cultural organizations is of great importance.

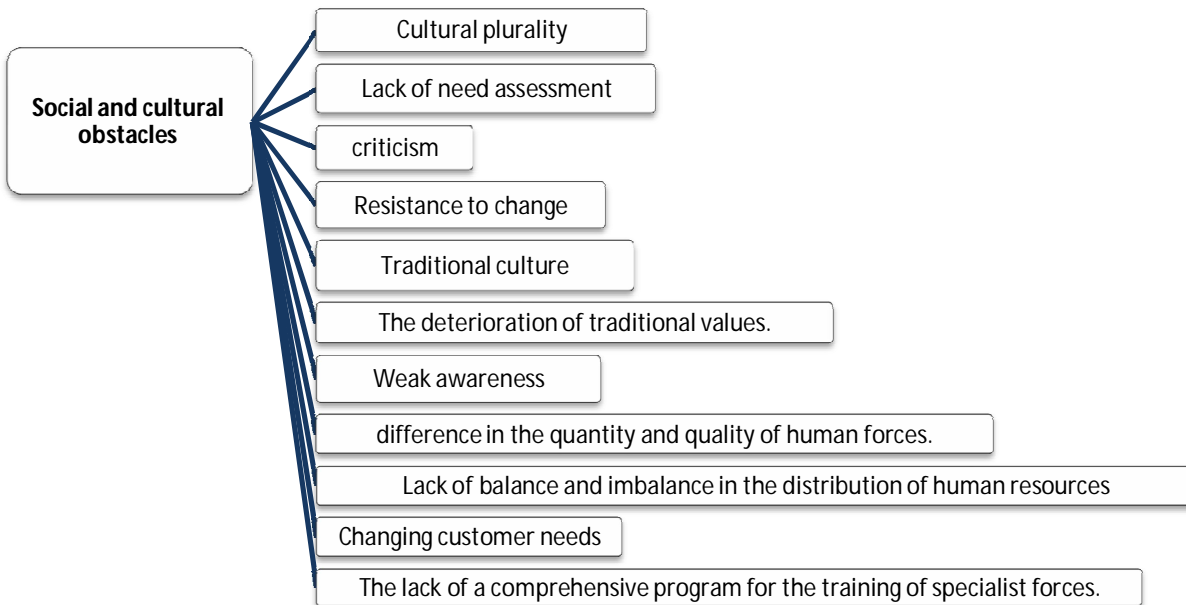## 2. Social and cultural obstacles

Fig 3- Social and cultural obstacles

In the cultural and social barriers to more emphasis on the audience and customers, customers ' needs change in this sector, the lack of attention to the needs of the audience, and the weakness of the cultural plurality of customer awareness; as well as neglect of the traditional culture and audience feedback, there are differences in the quantity and quality of human resources in the organization. These are mainly caused by the general culture issues and create a space that can be expected from the Organization to a minimum. Cultural Organization of the work of waiting a little it will result in the organization.

Cultural organizations in addition to being involved with the organizational issues must be the community as an important part of the Organization's environment, pay attention to the most important specialist of education. The factors that stand in the organization. As well as in the communities there is a plurality of cultural transformation in the manpower demands serious attention to elements of cultural diversity.

In communities where there is a challenge between tradition and modernity, traditional culture can be an important factor in determining the characteristics of the employees. It can also be a large share in the corporate culture. The needs analysis will allow managers based on organizational needs and also the needs of the human resources community to change. While many of the needs analysis to cultural organizations within the Organization is doing.

1. Outsourcing organizational barriers

Organizational barriers that create a space that is not organizations have a positive function properly. Technical limitations, the cost of changing technology, the lack of private sector investment, the inability to attract new and invigorating, stereotypes and assessments of legal restrictions in this section takes place.
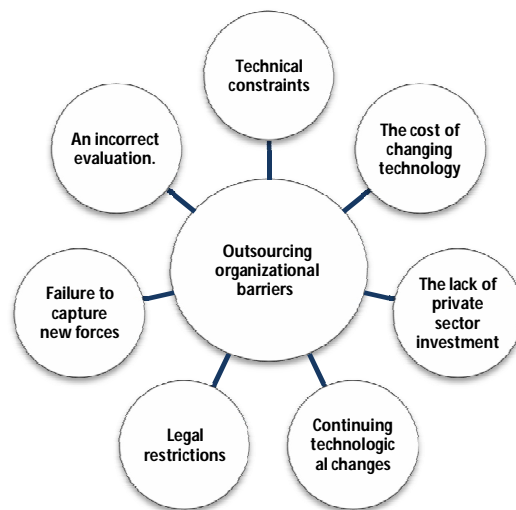

Fig 4- Outsourcing organizational barriers

Cultural organizations under the influence of cultural politics and the legal system. On the other is a serious obstacle to the transformation of the technological constraints of manpower. Legal restrictions that permit do not allow adjustment of force and layoffs can be a very important obstacle for cultural organizations to poses. As well as the evaluation of major cultural organizations takes place to assess quantitative and qualitative evaluation of the statistical while more important. It is a culture of quality while significantly involved in the recruitment and formation of energy used.

The lack of the presence of the private sector in many of the cultural organizations of direct government intervention through cultural activities, a considerable volume of the funds is not applied. On the other hand the cost of activities due to the lack of a comprehensive and coherent management. The evolution of human force in this case is not possible because the managers are trying to maintain the status quo.

4. challenges facing human resources in cultural organizations

Cultural organizations today are faced with many challenges, including the challenges, such as international restrictions, to specialized activities and thus reducing the use of non-specialized forces, the existence of cultural plurality in the context of globalization and increased immigration and also increase the expectations of the members of a community next to challenge the quality of such issues.

Fig 5- Human Resources Challenges in Cultural Organizations

The challenges of cultural organizations from several directions in the transformation of staffing matters. The cultural plurality and issues such as technical constraints the domestic dimension of great importance. Also expect citizens to raise awareness through the media is another important factor in the same section. In the field of legal restrictions on foreign and international constraints is of great importance's to some of the organizations reduce the self-determination and the involvement of many of the world's cultural organizations will not be able to independently make decisions. Hence the choice of staffing process and will continue to be restricted.

It seems to encounter the challenges posed in regard to the power transfer, organize, instructor, set the current activities, strategic policies, incentive tools, enhance job appeal, specialized perspectives, change the public perspective, processes, feedback, collaboration in the form of traditional solutions, new formations and of religious teachings, team, professional ethics, global engagement, interaction and avoid factions, inland, non-interference, non-specialized Necessary and essential. For this purpose it is recommended that:

1. Holding of seminars and workshops for human resource managers and is familiar with policy makers in this field and to promote the role of human resources in the goals
2. Theoretical application of the attention and effort in the world, including in the field of qualifications and suitability for uninstall and install human resources.
3. avoid politics and political limitations and for the efficient utilization of human resources

4. general culture of the people to change attitudes
5. Holding training courses based on special topics of modern human resources
6. Reduce discrimination in the allocation of human resources special welfare costs with other institutions
7. standardized logical principles and the attempt at capture, maintenance and upgrading of human resources
8. create the right platform for entering the elite of society organization
9. the right solution for increasing the level of knowledge and professional knowledge of human resources
10. The transfer and escrow management and guidance programs and human resource development of projects to empower people and specialists.
11. platting suitable for offline interactions in human resources boundary experience

It is certain that the transformation of the cultural organizations in human resources due mainly to features that managers and employees of the Organization must have greater complexity. In regard to issues such as cultural organizations, cultural intelligence and competence in cultural environments of great importance. Especially in countries where a high cultural diversity, being oblivious to this problem a lot of damage.

Resource
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