

Strategic HR for Workplace Restructuring: Managing Discontentment, Discourteousness, and Aggression

by

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ABSTRACT

The global call across international limits has opened avenues for strategic workplaces that have brought in the need for nurturing innovation in the work-domain. The sequence and progression of modernisation has enriched today's businesses, harping upon people and the human factor to be the issues of utmost relevance at the organisational terrain. The inclination towards strategic human resource to be put in place at the work arena has revolutionised workplace identities. This paper focuses on the varied elements that are generally witnessed to rebuild business houses for a strategic escalation towards the pathway for success and sustenance in the long run. The paper throws light on restructuring workplaces with the use of the tools and philosophies of strategic HR and people management. The essence of the paper revolves around revisiting literature on combating discourteous workplace conduct, managing workplace violence and work-location aggression, indicators of workplace violence, approaches towards settling workplace violence, exploring strategic HR with contingent workers, outline of some theoretical models of strategic HR, collating

Key Words: *strategic, workplace, aggression, contingent, discontent, dimensions, models, resource, restructuring, business, work-floor, HR*

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