Exploring an HR Ecosystem: A Glimpse through Ten Gs

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Abstract

This concept paper is an attempt to present an HR ecosystem through a multi-layer framework involving ground, group, general and global levels. An ecosystem is briefly presented as a community of living organisms, drawing from its biological origins. It highlights a Seven G framework of HRM in the institutional context and moves beyond to industry and international perspectives in capturing three more Gs. Thus, the resulting ten Gs can be stated as Goal, Get, Give, Grow, Glue, Glow, Guard, Grapple, Grip and Gratify. Each of the above G is briefly discussed with associated challenges in the Sri Lankan context with possible recommendations for improvements. With a simplified approach, significant strategic imperatives are envisaged in order to reap the benefits of a vibrant HR ecosystem.

Keywords*: HR Ecosystem, 10 G framework, HR Management*

1. Introduction

Ecosystems are so essential for the nature. They provide basis for survival and sustainability. This concept paper explores the nature and features of an ecosystem in relation to Human Resource Management (HRM). It also attempts to link Human Resources (HR) ecosystem for competitiveness, in four levels, namely *ground, group, general* and *global*. Expanding the seven G framework of HRM (Dharmasiri, 2015) in an *institutional* context to cover *industrial* to *international* perspectives, a novel ten G approach is proposed.