

Need & Importance of Human Resource Development (HRD): An Overview

Meraj Anjum

Research Scholar; P.G. Department of Commerce; T.M.B.U.; Bhagalpur-812007(Bihar).

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ABSTRACT

Human resource is needed to be developed as per the change in the external environment of the organization, hence, HRD helps to adopt such changes through the development of existing human resource in terms of skill and knowledge.

The purpose of HR development is to provide the 'coaching' needed to strengthen and grow the knowledge, skills, and abilities that an employee already has. The goal of development and training is to make employees even better at what they do.

Human Resources Development (HRD) as a theory is a framework for the expansion of human capital within an organization through the development of both the organization and the individual to achieve performance improvement" or "HRD is a new systematic approach to proactively deal with issues, related to individual employees and teams, and organizations and a movement to develop organizational capability to manage change and challenge"

1. Introduction

Human resources development or 'HRD' is the emphasis on training, education and other types of development for employees after they are hired in an organization. The activities that fall under this scope are usually part of the Human Resources office or department. The types of activities related to HRD are meant to ease an employee's onboarding process and to improve success throughout their employment. Read on to learn more about this arm of HR and what they offer organizations and their staff.

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2. Objectives of the Study:

The main objectives of the study is

- (1) To understand about human resource and human resource development.
- (2) To highlights on need of HRD.
- (3) To focus on importance and benefits of HRD.

3. Research Methodology:

The present study is based on only secondary data. This secondary data has been collected from the different related websites, reputed journals, periodicals, magazines, newspapers also.

4. About Human Resource

Human resources are the people who make up the workforce of an organization, business sector, or economy. "Human capital" is sometimes used synonymously with "human resources", although human

capital typically refers to a narrower effect (i.e., the knowledge the individuals embody and economic growth). Likewise, other terms sometimes used include manpower, talent, labour, personnel, or simply people.



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*Figure-1: Images of Human Resource

A human-resources department (HR department) of an organization performs human resource management, overseeing various aspects of employment, such as compliance with labor law and employment standards, administration of employee benefits, organizing of employees files with the required documents for future reference, some aspects of recruitment.

5. About Human Resource Development (HRD):

Human Resource Development is the part of human resource management that specifically deals with training and development of the employees in the organization.

HRD stands for Human Resource Development. The term refers to the training and development of the employees of a company, government department, or any organization that employs people. It is part of the umbrella term Human Resource Management.



*Figure-2: Images of HRD



*Figure-3: Images of 'HRD'

Human resource development is the framework for helping workers develop their professional and personal skills, abilities, and knowledge.

Human resource development includes training a person after he or she is first hired, providing opportunities to learn new skills, distributing resources that are beneficial for the employee's tasks, and any other developmental activities.

Definitions of HRD:

- (1) According to 'Leonard Nadler':
"Human resource development management is a series of organized activities, conducted within a specialized time and designed to produce behavioral changes."
- (2) HRD is the study and practice of increasing the learning capacity of individuals, groups, and organizations through development and applications of learning based intervention for the purpose of optimizing human and organization growth and effectiveness.

The Concept of HRD:

Human resources development refers to an organization's focus on improving the knowledge, ability, skills, and other talents of their employees. It is the integrated use of training, organization, and career development efforts to improve individual, group, and organizational effectiveness.

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6. Difference Between HRD & HRM:

Both are very important concepts of management specifically related with human resources of organization. It's important to take a moment to note that human resource development is not the same thing as human resources management. These concepts are easy to confuse. Management is geared toward maintenance, while development focuses on education. Human resource management covers things like files, paperwork, payroll and other administrative tasks. Human resource management is a standalone operation that works to improve efficiency within the organization. In contrast, development works throughout a company or agency and touches various aspects of its workings.

7. Need of Human Resource Development (HRD):

Human Resource Development (HRD) is an integral part of any successful organization. This arm of the Human Resources department reaches all aspects of a business, company or agency to ensure better working conditions, enhanced staff development, and higher productivity, among so many other advantages. Human resource development provides benefits that pay the employer back in a multitude of ways.

In a fast-changing environment, HRD is needed by any organization that wants to be dynamic and growth-oriented. Organizations can become dynamic and grow only through the efforts and competencies of their human resources. Personnel policies can keep the morale and motivation of employees high, but these efforts are not enough to make the organization dynamic and take it in new directions. Employee capabilities must continuously be acquired, sharpened, and used.

For this purpose, an "enabling" organizational culture is essential. When employees use their initiative, take risks, experiment, innovate, and make things happen, the organization may be said to have an "enabling" culture.

8. Importance/ Benefits of HRD:

HRD is the system of introducing changes in the work culture and work environment without dislocating the functioning of the organization. The following points highlight its importance:

- HRD develops new skill, knowledge and attitude of the people in the concern organizations.
- It helps in making people aware of the skills required for job performance.
- HRD (Human Resource Development) makes people more competent.
- With the help of human resource development, an environment of trust and respect can be created.
- HRD encourages communication between work-teams. People not only understand their roles better but also become aware of the expectations of the other members of the team.
- It also helps to create the efficiency culture in the organization. It leads to greater organizational effectiveness.
- HRD generates a lot of useful and objective data on employees that facilitates human resource planning.

- It improves the all round growth of the employees. HRD also improves team spirit in the organization. They become more open in their behavior. Thus, new values can be generated.
- In terms of higher productivity, cost effectiveness, growth expansion, diversification & increased profits, HRD is observed.

9. Conclusion:

HRD is a system of introducing changes in the work culture and work environment without dislocating the functioning of the organization.

The main purpose of human resource management is to accomplish the organizational goals. Therefore, the resources are mobilized to achieve such goals.

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