Need and Importance of Human Resources Development in an Organization

Pratiksha Gupta*
HR Manager, Foothills Harley Davidson, Dehradoon, Uttarakhand.

Abstract

Expenditure on human resources development has increased significantly. Education, health and welfare policies and programs need to be restructured to provide a better life for our people. In the Seventh Five-Year Plan (1985-90), this position limits "the narrow view of mobilization of resources to the financial domain and does not define the complexity of the development process." In the broadest sense, it's the most important part. We cannot avoid frustration about the development process itself. The productivity of the economy can be strengthened by releasing the creative energy of all layers of society. "

Keywords: Human Resources Development, Organizational Behavioral Skills, HR Functions.

Introduction

An organization consists of people who are struggling to achieve the goals of an organization. Human resources have a significant impact on profitability, efficiency and overall organizational effectiveness. People are different in their behavior, describing their basic behavioral skills, skills, approaches, qualifications and complex behavioral patterns and psychological composition. These differences multiply when groups or organizations interact.

It creates the management, values, emotions, beliefs and opinions of employees in a variety of styles. They must take risks, innovate and clean up to address new issues(1). In a competitive environment, employees in all business organizations are essential to determining the success of a business, usually a collaboration combination. Cooperative banks can enter HRD from the wrong point of view and thereby worsen financial performance. Instead of concentrating on implementing a strategy through the performance of many collaborating bank employees, cost control is a priority and focuses on HR functions(2).

Need for HRD

However, in India, customers using these technology-based channels are still experiencing difficulties and have become
acquainted to traditional banking by counters personally to ensure error-free and risk-free financial services. Employees are struggling to provide more efficient and efficient services at the desk while meeting a number of regulatory standards to reduce operational risks. There are many reasons for the new approach to personnel management.

First, it is an infrastructure problem for bank growth and recruitment. Secondly, as the competitive pressure on cooperative banks has increased, more attention has been paid to controlling labor costs and increasing labor productivity(3). Thirdly, the essence of change is emphasized as a market-oriented company, rather than a governance-oriented organization, and emphasizes the importance of employee quality(4).

History And Origin Of HRD
The origin of the HRD concept has not been so long. It is a recent origin. Nowadays, all illuminated employers are interested in. It is becoming popular and is now being widely implemented. This term was not used until the early seventies.

According to Len Nadler, the term HRD was first applied to George Washington University in 1968. In 1969, it was used by Maimi for the American Training and Development Conference. In the mid-1970s more support was given, but many people were used as more attractive terms than training and development. According to some thinkers, Japan is the first country to emphasize and use HRD practices(5).

Major HRD mechanisms or tools
• Performance Assessment
Used as a mechanism to understand and assist the difficulties / weaknesses of subordinates or to stimulate them to be eliminated and realized. Another goal is to identify the strengths and weaknesses of your subordinates, to provide a positive environment and to help you understand positive attitudes(6).

• Career planning
Business strategy and company expansion plans in HRD should not be kept confidential. The long-term plan of the organization must be transparent. Most people want to know about career growth and other opportunities. As a result, managers must provide organizational plans to their employees so that they need a way to plan their growth potential accordingly(7).

• Education
Education is directly linked to the carrier's growth and emotions. Employees receive job training and vocational training.

• Potential assessment and development
Competences must be developed so that employees grow further / fulfill new roles and responsibilities. A dynamic and growing organization must constantly revise its structure and systems, create new roles and give new responsibilities(8).

• Rewards
Rewards are an important part of HRD. This helps you motivate and recognize your talent. It also helps to deliver value to your organization.
• **Employee well-being**
The HRD system focuses on the well-being and quality of life of employees in a manner that meets the staff needs and as much as possible.

• **Organizational development**
Sustainable efforts are being made to maintain the development of the organization as a whole. This can mainly be done through research methods, assessing development opportunities in specific areas and corrective measures(9).

• **Feedback and Performance Coaching**
This is the responsibility of the supervisors to provide suggestions that are necessary to continuously monitor and improve employee performance and evaluation.

According to Professor Uday Parek, a duration of HRD in India was first introduced in India in 1972 to the Bank. The HRD concept is considered not to be imported from India. It is a philosophical concept is Udai Pareek and Dr. T. V. Rao Dr. Institute of Management development (Ahmedabad) India's worth(10). Founded in 1986 Human Resource Development (HRD) separately, has been realized with the fact that the human element is important in the development of the Indian government.

In the next seven to five-year plan, prime minister stressed very correctly the importance of human factor in development. "In the final analysis, development is a complex development instead of planting, dams and roads standard of purpose is the National material, culturally and spiritually fulfilled is the human element, human context, best value(11).

However, the importance of the human factor in development as a result of compliance with economic development is strongly undermined. Development was considered a synonym for economic growth and prosperity. The experience of economic development in third world countries after World War II and the rise of West Germany and Japan from goods to goods and global economic power have shown the role of economic and human factors in economic development. Indian developmental perspectives for human resources are very high(10).

It is clear in the power of government that we reflect in the 7th Five Year Plan. There is also a prospect for the next 15 years to 2000.

**Necessity and importance of HRD**
There was a clear statement from the government about the need and importance of HRD. In recent years, a significant number of organizations have introduced this division into their organizations since the beginning of the ministry that the central government has called HRD. In the past, the department changed into the HRD department, but some organizations have HRD executives or managers who simply perform educational activities. In fact, some training managers are now called HRD managers. I have to admit that this phrase is becoming more and more popular(11).

Today, most major public and private organizations in India use HRD techniques
and approaches to encourage employees to achieve organizational goals with personal satisfaction and growth. HRD is now a national issue and HRD Ministry is expected to mobilize the country's human potential. This reflects the growing importance of HRD. Human resource development has been considered to be one of the most important research areas. The goal of human resources development policy is to develop human resources.

The role of human resource development is to improve the quality of life. Many economists argue that human resources in a country determine the nature and growth of a country's economic and social development. Only the human resources of the nation, not gold and silver, can make the land big and strong. The areas of professional practice that define Human Resource Development practice are generally categorized into three:

- The learning;
- The performance;
- The change.

Increasing Importance Of HRD In The Present Day Context
People are the most important and valuable source in any organization. Dynamic people can build a progressive, growth-oriented organization. Effective employees can contribute to organizational effectiveness. The necessity and importance of HRD can be understood from the following:

(1) The Success Of The Organization
The success of an organization depends largely on the capacity, capacity, efficiency and efficiency of its staff. The HRD system is an essential management tool for building key skills, competencies and liability. There is now a firm conviction that organizations can improve efficiency and productivity through human development. HRD is therefore the core of the existence and the strength of the organization. There is no organization that does not need HRD to acquire and improve its stability and innovation.

(2) Achieving The Goal
HRD helps individuals, organizations and society to achieve their goals. In the long term, it improves the capacity and efficiency of individuals likely to be reflected in personal well-being, institutional reputation and ultimately social well-being.

(3) Personality Development
HRD develops the competence and effectiveness of employees in the organization. It improves unused energy, performance and creativity of people. It is a scientific method for men's development by creating a healthy organizational environment, promoting human resources, developing teamwork and giving people a sense of involvement. Helps the integrated growth of employees. By empowering employees to identify their strengths and weaknesses, they can improve organizational performance and overall organizational performance.

(4) Identification of employee competence
Employees must have the knowledge, skills and attitudes necessary to perform a variety of tasks or functions in the technical, human
and concept areas. The HRD seeks to identify employees' incapacity for work, educate employees to efficiently carry out their current roles and help employees to overcome these gaps through development(16).

(5) **Motivational development**

HRD is required for motivation development. Motivation is the desire to work or work in the workplace. It is a commitment to the intervention and organization for the profession. It is desirable to make things happen. Without motivation, employees are unlikely to do their best. Having skills, relationships and conceptual skills is not enough to do effective work(17).

(6) **High productivity**

HRD motivated employees to use hidden talent for high productivity. According to Rensis Likert; "Employee development is usually productive." In the same way, Len Nadler is "HRD to the ability to improve performance over a period of time, being directly organized learning experience." Thus, skilled and experienced staff, and administrators can increase productivity and easily deal with a variety of features(18).

(7) **Cope with changes and future expectations**

HRD is essential due to the educational, social, cultural and economic changes and technological developments to meet the demands of the changing environment of industry. It is also important to prepare people to perform roles, tasks or functions that need to be performed when moving to the organizational hierarchy or in doing new work through diversification, expansion and modernization(19).

(8) **HRD is the soul of human resources.**

HRD is a very nerve knot in Human Resources Helps with proper planning and training of employees. It promises career aspirations of employees to meet and meet the future needs of employees in the light of the organization's goals. It helps generate various data for HR staff, such as training, selection and promotion(20).

(9) **Develop good relationships.**

HRD has developed and improved the awareness of the health and morale of the employees of the organization, team spirit and loyalty, employee sense of connectivity in the heart, the greater the target fabric, improving job satisfaction, the excellent relationships. It also facilitates team building and collaboration environments. The staff at risk and led them to experiment and innovate and the need to build and ensure a culture of work in progress(5).

(10) **Growth measurement**

HRD is an important determinant of growth and determines the company's prosperity. The effectiveness of an organization depends on HRD, because it creates an atmosphere that limits the jurisdiction and the favorite character of the organization(3).

**Conceptual Framework of HRD**

The impact of a dynamic, rapidly changing business environment is inevitable in your organization. For a business to succeed, it's essential to respond to a dynamic and
changing world and to change the way you work. In this context, we must understand the basic philosophy of HRD(17).

The HRD philosophy represents all basic ideas, ideals, principles and positions that a manager has in relation to the development and development of employees. An established HRD philosophy performs two important functions. First, it can lead to 'management style'. The manager develops his own practice based on his own philosophy. Second, make organizational goals clearer(15).

**Some Beliefs essential for the success of an HRD programme(8).**

1. Human beings are the most important asset in the organization.
2. Human beings can be developed to an unlimited extent.
3. Employees feel committed to their work and the organization, if the organization develops a feeling of 'belonging' in them.
4. Employees are likely to have a feeling of 'belonging' in them if the organization adequately cares for the satisfaction of their basic and high order needs.
5. Employees' commitment to their work increases when they get opportunity to discover and use their full potential.
6. It is every manager's responsibility to ensure the development and utilization of the capabilities of his subordinates, to create a healthy and motivating work climate, and to set examples for subordinates to follow.
7. The higher the level of a manager, the more attention he should pay to the HRD function in order to ensure its effectiveness.

Therefore, as far as an individual organization is concerned, HRD is three pronged, focusing on(4):
1. People - the "human aspect' where people are seen as having skills, having potential and the ability to grow, change and develop;
2. The 'resource aspect' where individuals are considered resources rather than problems;
3. and the 'development aspect', where there is an emphasis on the discovery and nurturing of their potentials.

However, in the national context, HRD is a process by which the people in various groups (age groups, regional groups, socio-economic groups, community groups etc.) are helped to acquire new competencies continuously so as to make them more and more self-reliant and simultaneously develop a sense of pride in their country. HRD, therefore, has become very crucial factor in attaining the organizational efficiency(18).

It may include all those efforts which are directed towards achieving the following:
1. To enhance the general understanding of the existing human resource; i.e. increasing their knowledge, capacity and skills.
2. To impart better behavioral skills and technical skills to take up jobs of technical nature more efficiently.
3. To ensure personal development of the manpower and at the same time to increase their productivity and efficiency on the one hand and to reduce the cost of operations on the other.
(4) To maximize the utilization of human resources for the achievement of individual and organizational goals.

(5) To ensure organizational growth by ensuring personal development of the manpower.

(6) To provide employees equal opportunities for their development so that they can exploit these opportunities and benefits from these opportunities for development.

(7) To create or develop such organization culture where there are cordial relations between superiors and subordinates and people work in strong teams or groups.

(8) To provide an opportunity and comprehensive framework for the development of human resources in an organization for full expression of their talent and manifest potentials.

(9) To locate, ensure, recognize and develop the enabling capabilities of the employees in the organization in relation to their present and potential roles.

(10) To develop the sense of team spirit, team work and inter team collaborations.

(11) To develop the constructive mind and an overall personality of the employees.

(12) To humanize the work in the organization.

(13) To develop dynamic human relationships.

(14) To develop the organizational health, culture and effectiveness.

(15) To generate systematic information about human resources.

Human Resources Development definitely leads to increased productivity, improved morale, better work, healthy environment and also makes people self motivated towards higher work achievement. But, HRD is not free from cost. It involves capital expenditure by the employer in the form of:

- Spending money for providing training facilities
- Foregoing the work due to the manpower diverted for training
- Incentives given to the workers for agreeing for change, and
- Money spent on better infrastructure including working conditions.

**Conclusion**

Human resource development is a multidimensional concept. It is determined differently by economists, social scientists, industrialists, managers and other scholars from different angles. In a broad sense, HRD is a process that increases the knowledge, will and ability of everyone in a particular society. HRD is the process by which an organization's employees purposefully and continuously assist in acquiring the competencies (knowledge, views, attitudes, values and skills) needed to
fulfill different tasks or functions related to the present or future from the organization.

Develop general activation skills as individuals to discover and use their internal potentials for personal or organizational development purposes. Cooperation between superior subordinate relationships, teamwork and various subunits is strong and you can develop an organizational culture that contributes to the health, dynamics and self-image of your organization.

Reference


