ABSTRACT

The effective performance of an organization depends not just on the available resources, but its quality and competences as required by the organization from time to time. So Human Resource Development is the integrated use of training organizational development and career development efforts to improve individual groups and organizational effectiveness. The main purpose of HRD is as equity, employability and adaptability, competitiveness. Human Resource Development provides for two-way, open and interactive communication between management and employees. Human resource worked as development functions, maintenance and control functions. HRD have most important techniques analysed which is called as HRD Methods, HRD Instruments, HRD Mechanism or HRD Sub-system. It acts as performance appraisal, career planning, organizational change. Human Resource Development outcomes provide the ground rules to build an organization excelling in people, process, products, and profits.

Key words: HRD Techniques; HRD Outcomes; Career Planning; Performance Management; Human Resource; HRD Sub-System

INTRODUCTION

The concept of HRD was formally introduced by ‘‘Leonard Nadler’’ in 1969 in a conference organized by the American society for training and development.

“Those learning experience which are organized for a specific time and designed to bring about the possibility of behavioral change,” – Leonard Nadler

“Human Resources Development is a holistic concept in corporation intrinsically social culture and spiritual dimensions to build capacity and empower people.” – Rogers

Human resources development have most features like as planned and systematic approaches, continuous process, interdisciplinary approaches, both micro and macro aspects. Recent economic liberalizations announced by the government of India tend towards market and economy. It started creating more dynamic environment in India than ever before. HRD plays a significant and crucial role in market economics under dynamic environment. Human Resource Development should be effective and efficient. HRD cannot be effective for the candidates who do not posses potentials to perform present and future roles in organizations with dynamic environment. HRD to be effective should essentially have a strong base of human resource planning, recruitment and selection based on

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effective human resource development requirements. These base factors enable the organizations to develop its human resources efficiently. Human resources planning for HRD should plan for human resources not only for the present and future jobs but also roles. Human resources to be acquired and developed are determined in terms of skills, knowledge, abilities, values, aptitudes, beliefs, commitments etc. Suitable techniques of human resources development are to be selected depending upon the resources to be acquired and developed. The outcomes of HRD are four-fold, viz, to the organization, to the individuals, to the groups, and to the society.

Techniques of Human Resources Development


Outcomes of Human Resources Development

Training makes people more competent and develops new skills, knowledge; attitudes. There is a greater clarity of norms and standards. People become better aware of the skills required for job performance and the expectations which other member have set for them. HRD helps including multi-skill to the employees. Participation develops in workers a sense of achievement and pride in work. There is a great collaboration and team work which produced synergy effect. Lot of useful and objective data on employees are generated which facilities human resources planning.

Significance Of Human Resources Development

Significance of HRD can also be attributed to the distinct characteristics of human resources. They are human resources, its complete human being i.e. economic, social and psychological and employees enter the organizations with their values sentiments, aptitudes. The competencies of human resources are developed through HRD programmes. Employees background expectations, values vary from person to person and value of human resources increase over the time due to continuous learning process unlike other resources.

OBJECTIVES OF HUMAN RESOURCES DEVELOPMENT

1. To prepare the employees to meet the present and changing future job requirements.
2. To aid total quality management.
3. To develop creative abilities and talents.
4. To promote individual and collective morale, a sense of responsibility, co-operative attitudes and good relationship.
5. To improve new entrants with basic HRD skills and knowledge.
6. To create a climate that enables every employees to discover, develop and use his/her capabilities to a fuller extent in order to further both individual and organizational goals.

FINDINGS

This research paper is based on secondary data sources. This data have been already collected and analysed by some earlier agency for its own use and later the same data are used by a different agency. It collected from published journals, books, newspapers, and different websites. Data of this research paper also collected through internal as well as external both. Data that originate within the firm for which the research is being conducted for other purposes i.e. internal secondary data. Second forms of secondary data are external sources which are generally published and obtained from different sources like as libraries, literature, periodicals, govt. department, private sources and international organization.
SUGGESTIONS

Human resources are development to make effective in Indian organizations. It should be an explicit corporate policy on human resources. It also be stated, explicitly, explained down the line and pursued vigorously. The head must have full belief in the value of his employees as his great resources, his action must convince people, benevolent, critical, and developmental. Human resources development needs of the organization should be seriously explained and an action plan for HRD should be prepared. Organizations usually differ in their needs in respect of human resources development. HRD departments should be headed by competent persons and should be placed close to the chief executive on the organization chart. HRD also conducive climate should be developed and heads of various departments which are dealing with HRD efforts should be encouraged to share their experience and develop professionally.

RECOMMENDATIONS

Recommendations concerning with human resources development, education training, lifelong learning adaptation. It related with scheme of national awarded to teachers ministry of HRD. Each award carries with it a certificate and it will be further request for recommendation department od school education. Guidelines for implementation of programmes and scheme under scheduled. It also have ratio in the form of recommendation of committee 6.1 modes and the need for student election, student bodies/organizations 6.2 modes.

CONCLUSION

The basic assumption underlying human resources development is that most people joining organizations have inherent desires. It is concluded that HRD in organization perspective is focused in narrow since by its function on learning education and Human Resources Development framework identified through inputs and outputs. The outcomes of Human Resources Development are four-fold viz. to the organization, to the individuals, to the groups, to the society.

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