ABSTRACT
The concept of Human Resource Development is a humanistic Approach that is originated from the classical concept of Labour Management, when workers in any organisation were looked upon as an input in the process of production and distribution of goods. In the era of Industrial revolution, people at work were treated as if they were machines, those could work longer hours with minimum rest, were ill paid and not adequately remunerated. As the process of industrialization went on spreading globally, workers became aware of their exploitation, their neglected role in the organisations, which made them organised and struggle for their rights. Workers’ Unions compelled the managements to change their attitude towards human resource. Literates and technically trained workforce joining the industrial world was forcefully demanding fairly remunerating wages and better service conditions. Labour Management was initially renamed as Personnel Management and now it is known as human resource management. This is a drastic change in the attitude managements which gave a human face to the management of human resource at work. With a view to make the organisation capable of facing the global competition, human resource also needs be developed and managed effectively for the achievement of organizational goals.

In the era of Globalisation after adopting New Economic Policy 1991, the competitive edge in the business world was sharpened that necessitated attracting skilled man power towards foreign and domestic business organisations. More attention is being paid towards attracting and retaining the human resource. The pillars of emerging HRD Policies and Practices are, viz: Change Management and Knowledge Management in achieving the organizational goals.

Keywords: Human Resource Management; HRD; Change Management; Change Management and Knowledge Management

INTRODUCTION
Human Resource refers to the people who work in an organization. The term seeks to communicate the belief that the employees of an organization are not just people, but valuable resources that help an organisation to achieve its objectives. People are central to organisations. The financial capital, technology or processes of the organisation, by themselves, cannot accomplish organizational goals. These resources depend on human resource for their effective and efficient utilization of natural, capital and human resources. At the same time, human resource also needs be developed and managed effectively for the achievement of organizational goals.

Human Resource development is the process of increasing the knowledge, the skills and the capacities of all the people in the society. In economic terms, it could be described as the accumulation human capital and its effective investment in the development of an economy.

The traditional practices of human resource development like training, motivation, incentives, promotion, other facilities e.g. medical services, children’s education, home loan etc. are still
important and useful for any organisation to upgrade their employees but the global market scenario is continuously changing, most of the big nations have adopted open marked policies and liberal economy. To fulfill the needs and to satisfy the international customer, Organisations has to change their old business strategies, their culture and approach to mode themselves more competitive, qualitative and strong to withstand in the international market.

The last decade of the 20th century has brought a revolutionary change in business management practices across the world. These changes have put various challenges before the management to adopt new strategies for managing businesses. Since Human Resource Management is the prime mover of management of people at work, it has to encounter these challenges effectively in order to enable Organisations to achieve their objectives. Following trends, which are emerging at the global level as well as in India, have for reaching impact on human resource development practices.

- Globalisation of economy.
- Corporate restructuring.
- Newer organizational designs.
- Emphasis on total quality management.
- Emphasis on ‘Kaizan’.
- Changing job profile.
- Changing workforce profiles.
- Increasing role of women employees.

To overcome the emerging challenges in HRD area, some recent advances are coming in to practice. We are here to discuss the two advance trends in the human resource development area.

- Change Management.
- Knowledge Management.

OBJECTIVES OF RESEARCH STUDY

1. To understand the concept and importance of change management and knowledge management.
2. To focus the advance trends in human resource management.
3. To offer some suggestions regarding human resource development in organizations.

Change Management

There is only one thing in this world which is still and that is change. Change is important for any Organisations are likely to lose their competitive edge and fail to meet the needs of customers. Change management “is the process, tools and techniques to manage the people-side of business outcome and to realize that business change effectively within the social infrastructure of the work place”.

Change management is a structured approach to transitioning individuals, teams and Organisations from a current state to a desired future state. Change management includes both organizational change management processes and individual change management models, which together are used to manage the people side of change and targets leadership within all levels of an organization including executives, senior leaders, middle managers and line supervisors. When change management is done well, people feel engaged in the change process and work collectively towards a common objective, realizing benefits and delivering results.

Type of Changes: Following are the different types of change from organizational perspective:
Incremental Change: Incremental change is a method of introducing many small, gradual and often unplanned changes to the organization instead of a few large, rapid and extensively planned changes.

Structural Change: Structural changes involve the hierarchy of authority, goals, structural characteristics, administrative procedures and management system.

New Technology: Change is needed for identification of new technology and more efficient and economical methods to perform work.

Internal and external pressure: Management and employees, particularly those in organized unions often exert pressure for change.

Identification of opportunities: Change is needed to identify opportunities in the market place that the organization needs to pursue in order to increase its competitiveness.

**Significance of change management with respect to HRD**

**Trained Employees:** The employees are the recipient of change plan. The possible outcomes of any change programmed are trained employees, high performing work practices and reliable organization. One such perpetual concern of senior managers is to make organization highly reliable; therefore employees are trained and made high performance in today’s hyper competitive world.

**Team Building:** Since successful change management brings all affected parties onboard and requires them to participate in making changes successful, it helps interdepartmental team building, so that there is buy-in from employees across an organization.

**Feature of Managing Change – Human Side Approach**

Any significant change creates human-relations issues. Employees may be asked to take on new roles and responsibilities; new skills and capabilities may need to be developed. To mitigate this risk, successful change strategies typically feature a flexible approach for managing change that systematically addresses all potential human-relations issues that may arise on account of the change.

**Knowledge Management**

In the present business scenario, the key source of real competitive advantage is the people in the organization. It is needless mention that physical and financial resources in an organization cannot be optimally utilized if its human organization is not strong enough. Increasing efficiency of people at work is, no doubt the best means of ensuring growth in today’s knowledge-driven era.

Knowledge organizations bring in challenges significantly different from what has been so far experienced. The early 20th century predominantly focused on the manufacturing or the production priorities of the organization. Knowledge management has become a major competitive tool for the present day organizations. Knowledge management is the acquisition and use of resources to create an environment in which information is accessible to individuals and in which individuals acquire, share and use that information to develop their own knowledge. Further, employees are encouraged and enabled to apply their knowledge for the benefit of the organization.

Know-how in the organization is built around four areas of action: Responsiveness, Innovation, Competency and Efficiency. These four areas cover all of the different ways, in which can use knowledge to help the company succeed. Responsiveness concerns how the company takes in vital information from its surroundings, its customers, competitors, suppliers and other who affect and are affected by the company’s performance.

Innovation concerns how the company uses ideas and information to change what it does and how it does it. Competency concerns to the skills that the people and teams need to deliver products and services. Efficiency concerns with how well processes for product and service delivered.

Knowledge Management has gained in importance because companies have discovered that people, their skins and knowledge are essential to gain competitive advantages.
Organizations how use knowledge management as a tool to develop their employees skills, capabilities, knowledge and channelize these powerful resources to achieve the objective of the organization.

CONCLUSION

Change is inherent in contemporary organizational experience. It is important to effectively define roles, responsibilities and relationship for the change management resources. Knowledge management is having the greatest impact on rapidly changing environment. It refers to technological upgradation in production, advertisement and distribution of finished products using new techniques, which can be passed on to the human resource employed in Organisations through training and development programme. Knowledge Management refers to an enterprise that consciously and comprehensively gathers, organizes, shares and analyses its knowledge to achieve its goals. Apart from making the personnel knowledgeable, HRD programme needs to provide motivation and better remuneration, productivity bonus and non-monetary incentives to motivate human resource at all the levels of organization.

REFERENCES