



Human Resource Development Practices A study of Visakhapatnam Steel

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Abstract:

Human Resource Development (HRD) is the framework for helping employees develop their personal and organizational skills, Knowledge, abilities. Human Resource Development Includes such as training, employee career development, performance management, development, coaching, mentoring, succession planning, key employee identification, tuition assistance an organization development. The focus of all aspects of Human resource Development is on developing the most superior workforce so that the organization and individual employees can accomplish their work goals in service to customers.

Keywords:

Human Resource Development, Organizational Skills, Employee Training, Performance Management.

Introduction

Development of human resources is essential for any organization that would like to be lively and growth-oriented. Unlike other resources, human resources have rather infinite potential capabilities. The potential can be used only by creating a environment that can continuously identify, bring to surface, develop and use the capabilities of people. Human Resource Development (HRD) system targets at making such an environment. A number of Human Resource Development techniques have been developed in recent years to perform the task based on certain principles. This unit provides an understanding of the concept of Human Resource Development system, related mechanisms and the changing limits of Human Resource Development.

Human Resource Development concept was first introduced by **Leonard Nadler** in 1969 in a conference in US. “He defined Human Resource Development as those learning experience which are organized, for a specific time, and designed to bring about the possibility of behavioral change”.

Human Resource Development (HRD) is the perspective for helping employees develop their personal and organizational skills, knowledge, and abilities. Human Resource Development includes chances such as employee training, employee career development, performance management and development, training, mentoring, succession planning, key employee identification, training support, and organization development. The importance for all aspects of Human Resource Development is on developing the most superior workforce so that the organization and individual employees can attain their work goals in service to customers.

Types of Human Resource Development

- **Training and Development:** It involves communicating knowledge and skills to employees through various methods such as classroom training, e-learning, on-the-job training, etc.
- **Career Development:** It involves providing opportunities for employees to advance in their careers through promotions, job rotations, and other career development programs.
- **Performance Appraisal:** It involves setting goals and objectives for employees and providing regular feedback to help them improve their performance.
- **Succession Planning:** It involves classifying and developing future leaders of the organization.

Functions of Human Resource Development

- **Assessment of Training Needs:** This involves identifying the skills and knowledge gaps of employees and designing training programs to talk them.
- **Design and Delivery of Training programs:** This involves developing and providing training programs that meet the needs of employees and the organization.
- **Evaluation of Training Programs:** This involves assessing the effectiveness of training programs in terms of improving the skills, knowledge, and abilities of employees.
- **Career Planning and Development:** This involves providing employees with chances for career growth and development.
- **Performance Management:** This involves setting performance goals, providing regular feedback, and supervising performance appraisals.

Importance of human Resource Development

- Human Resource Development helps to improve the skills, knowledge, and abilities of employees, which leads to improved performance and productivity.

- It helps to create a positive work environment that nurtures continuous learning and development.
- Human Resource Development helps to align the goals of employees with the objectives of the organization.
- It helps to retain talented employees by providing them with chances for career development and growth.
- Human Resource Development helps to build a skilled and competent workforce that is capable of meeting the changing demands of the organization.

Need for Human Resource Development

Human Resource Development is needed by any organization that wants to be self-motivated and growth-oriented or to succeed in a fast-changing environment. Organizations can become dynamic and grow only through the attempt and skills of their human resources. Personnel policies can keep the self-esteem and motivation of employees high, but these efforts are not enough to make the organization active and take it in innovative directions. Employee skills must continuously be acquired, sharpened, and used. For this purpose, an “enabling” organizational values is essential. When employees use their creativity, take risks, experiment, innovate, and make things happen, the organization may be said to have an “enabling” values.

Even an organization that has reached its limit of growing, needs to adapt to the changing environment. No organization is resistant to the need for processes that help to acquire and increase its capabilities for constancy and regeneration.

Human Resource Development Functions

The basic concept of Human Resource Development is that of development of human beings. The idea of development should cover not only the individual but also other units in the organization. In addition to developing the individual, attention needs to be assumed for the development of stronger dyads, i.e., two-person groups of the employee and his employer. Such dyads are the essential units of working in the organization. As well several groups like teams, task groups, etc. also require consideration. Development of such groups should be from the point of view of increasing relationship amongst people working in the organization, thus making for an operative decision-making. Finally, the entire unit and the entire organization also should be covered by development. Their development would involve developing a climate conducive for their effectiveness, developing self-renewing mechanisms in the organizations so that they are able to adjust and pro-act, and developing relevant processes which contribute to their effectiveness. Hence, the goals of the Human Resource Development systems are to develop:

1. The abilities of each employee as an individual.
2. The competencies of each individual in relation to his or her current role.
3. The capabilities of each employee in relation to his or her anticipated future roles.
4. The dyadic relationship between each employee and his or her manager.
5. The team attitude and functioning in every organizational unit (department, group, etc.).

6. Collaborations among different units of the organization.
7. The organizations overall health and self-renewing capabilities which, in turn, increase the enabling capabilities of individuals, dyads, teams and the entire organization.

Benefits of Human Resource Development

Human resource development now a days is considered as the solution for higher productivity, better relations and greater profitability for any organization. Proper Human resource Development provides unlimited benefits to the organization. Some of the key benefits are being given below:

- Human Resource Development makes people more competent. Human Resource Development develops new skill, knowledge and attitude of the people in the organizations.
- With appropriate Human Resource Development programme, people become more committed to their jobs. People are evaluated on the basis of their performance by having an acceptable performance appraisal system.
- An environment of faith and respect can be created with the help of human resource development.
- Acceptability towards variation can be created with the help of Human Resource Development. Employees found themselves better prepared with problem-solving capabilities.
- It improves the all-round growth of the employees. Human Resource Development also improves team spirit in the organization. They become more open in their behavior. Thus, new values can be generated.
- It also helps to create the competence culture in the organization. It also leads to greater organizational effectiveness. Resources are properly used and goals are achieved in a better way.
- It improves the participation of workers in the organization. This improves the role of worker and workers feel a sense of pleasure and achievement while performing their jobs.
- It also helps to collect useful and objective data on employee programmes and policies which more ease for better human resource planning.
- Hence, it can be concluded that Human Resource Development provides a lot of benefits in every organization. So, the importance of concept of Human Resource Development should be recognized and given a place of eminence, to face the present and future challenges in the organization.

Modern Changes in the concept of Human Resource Development

In, the past, the entire focus of any human resource department was to elite and maintain the right person for the job. Development programs and policies were one-size-fits-all approaches to keeping the workforces firm skills up to hustle. However, this has changed a moment ago.

Now the aim is to match the individual needs with those of the organizations and provide internal support so both can accomplish their goals. This requires creating a growth culture with programs and policies that promote up-skilling and development. Human Resource must also help build a more alert and strong workforce to acclimate to the

changing work environments. This new approach represents the organizations effort to contribute to the development of the individual and the organization.

Conclusion

Human Resource Development plays a crucial role in the success of any organization. It involves a systematic approach to identify the training and development needs of employees and provide them with the necessary skills, knowledge, and abilities to improve their performance and productivity. Although Human Resource Development policies purpose at the enhancement of individual employees, that affect the overall development of the organization. Human Resource Development helps to create a positive work environment that fosters continuous learning and development and aligns the goals of employees with the objectives of the organization.

In today's competitive job market, you should incorporate Human Resource Development to hire and retain the best employees that will help raise the company's overall performance.

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