

# A Review Study on Human Resource Development and Management

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**Abstract:** - Finding the right man for the right job and developing him into a productive team member is an important function of every HR manager. Human resource is an important corporate asset and the overall performance of companies. The basic objective of human resource management is to develop competitive advantages based on human resources. The term development refers broadly to the nature and direction of change induced in employees, particularly managerial personnel, through the process of training and educative process. Learning is a continuous process which takes throughout the life of a person. This process can be identified in the context of the work and its performance. The present study is to understand the contribution of Human resource Development in the organization.

**Keyword:** - Behaviour, Learning, Process, Resource, System, etc.

## I. INTRODUCTION

Finding the right man for the right job and developing him into a productive team member is an important function of every HR manager. Human resource is an important corporate asset and the overall performance of companies depend upon the way it is put to use. In order to find companies objective, it is essential to have a manpower plan. Manpower planning is essentially the process of getting the right number of qualified people into the right job at the right time. Human Resource Management is defined in terms of its proactive approach to managing people in the organization. So that HRM is a part of management discipline. HRM is a process just like management process. Therefore, it is a continue process because process is a continuous phenomenon in which events and relationships are seen as dynamic and flexible. The basic objective of human resource management is to develop competitive advantages based on human resources. In order to achieve this objective, it undertakes various functions on proactive basis that ensure the availability of right people at the right time and at right place. Thus, these are quite comprehensive. In the next part the basic objective of human resource development is to develop human resources with matching organizational culture and provide inputs for the effective performance of various human resource management functions. Therefore, Human Resource Development is a subsystem of Human Resource Management.

## II. LITERATURE REVIEW

Laxmi Devi (1998) explained basics of human resource management, organizational outcomes of HRD systems and human resource planning. HRD in the organizational context is a process by which the employee of an organization is helped in a continuous and planned way. L.M. Prasad (2001) expressed that HRD can be considered as a system at its own level or as a subsystem when it is considered as a system it has various subsystems which are interlinked to each other. And learning concept of Human resource development.

Ganesh Shermon (2004) described competency drivers transformational HRM strategies, most important is, first of all to decide if the current top management can be the leaders of transformation. The transform leaders start the transform cycle turning and it includes the human learning process. H.L. Kaila (2005) define HRM is a part of the process that helps the organization achieve its objectives. Once the general direction and strategy have established the next stage is to formulate firm objectives and develop these into action plans.

Biswajeet Pattanayak (2005) expressed that the secret of their success is simply the way they treat their employees. HRM is likely to remain a set of independent activities, each guided by its own practices and traditions. Gurpreet Randhawa (2007) Human resources are the people who work in an organisation and human resource management refers to the policies and practices involved in carrying out the people or human resource aspects of a management position, including

recruitment, screening, training, reward and appraising. Gary Dessler & Biju Varkkey (2009) focused the human resource management functions and the process of HRM.

S. K. Sharma (2009) HRM function includes a variety of activities and key among them is deciding what staffing needs you have whether to use independent contractors or hire employee, ensuring they are high performers, dealing with performance issues and ensuring your personnel and management practices conform to various regulations. Raj Kumar (2011) basic job of management is the effective utilization of human resources for the achievement of organizational objectives, such as, profitable operations and growth through the satisfaction of certain needs of the customers and society. It is combined efforts of HRM that technological, financial, physical and all other resources are utilized.

### **III. OBJECTIVES OF THE STUDY**

The present study is primarily to understand the contribution of Human Resource Development in the organization and analyze Human Resource Development and Management.

- To measure the impact of Human Resource Management.
- To analyze the Human Resource Development and HRM.
- To review as a sustainable resource for organizational growth.
- To find out the concepts of Human Resource Development.

### **IV. HYPOTHESIS**

There is requirement of understanding Human Resource Development and evaluate the sustainability to growth of organization.

### **V. RESEARCH METHODOLOGY**

The present research paper summarizes key concepts and frameworks of Human Resource Development and HRM. This research is based on both primary and secondary data. The scope of the present study is restricted to analyses the view of two hundred respondents only from different business and industries of Dhule District (MS). Survey method adopted to find out opinion of respondents about HRD in their industries. The secondary data has been collected from internet and books.

### **VI. ANALYSIS**

The term development refers broadly to the nature and direction of change induced in employees, particularly managerial personnel, through the process of training and educative process. Learning is a continuous process which takes throughout the life of a person, it starts at the early childhood and goes through the old stage. During this period human learns through experience, education and training. In the process of organizing HRD system, there are two basic steps involved, determination of responsibility for HRD and forms of HRD organization. Both these steps are interdependent. HRD is an effort to develop capabilities and competencies among employees as well as create organization environment conducive to the employee's development. A positive approach, to Human Resource Development and HRM, given by the respondents i.e., businessman, industrialist, managers, administrative persons. They agree about the requirement of HRD systems in their organisation and respondent 98% to the question. They are applying HRD process in their routine business. They understand the significance of HRM and respond 88% to upgrading significance in business policies. While HRD and Learning Concept of their organisation, they ready to implement the same and respond 86% to this question as shown in table-1.1.

#### ***Human Resource Development as a system***

HRD can be considered as a system at its own level or as a subsystem when it is considered as a subsystem of HRM system. When HRD is considered as a system it has various subsystems which are interlinked to each other. Such subsystems can be training subsystem, development subsystem and evaluation subsystem. All these subsystems can have their own objectives and processes but they ultimately contribute to HRD's success as measured in terms of its own objectives. When HRD is considered as a subsystem of HRM system, it interacts with other subsystems.

**Table 1.1: Businessman Responses**

Sr. No.	Businessman Responses	Businessman (N=100)	
		Yes	No
1.	Applying HRM in decision making process	85%	15%
2.	Requirement of HRD system	98%	02%
3.	HRD and Learning Concept	86%	14%
4.	Motivation to employee	79%	21%
5.	Need of HRD Process Theory	80%	20%
6.	Utilizing Significance of HRM	88%	12%

(Source: Personnel Interview)

### ***Significance of HRM***

Human resources are the most precious asset of an organization. They are activators of non-human resources, means for developing competitive advantages, and source of creativity provided they are managed effectively. This view indicates that role of HRM is of paramount importance in economic development. Significance of HRM can be seen in three contexts; organizational, social and professional.

### ***HRD and Learning Concepts***

HRD basically involves learning and learning is the process of acquiring the ability of respond to a situation which may or may not have been previously encountered. Over the period of time, this ability becomes the part of the learner's characteristics. In HRD learning has various features.

- Learning involves a change in behaviour.
- Attempts are made to use learning for improved behaviour.
- It ensures that learned behaviour is continuously practiced.
- Learning is based on some kind of experience or practice.
- Learned behavior is repressed if it is not match with the environment.

Another importance issue involved in learning which is important for HRD is the types of learning. Since it is not one specific type of activity but is the outcome of several activities bringing change and modification of behavior, there are different types of learning such as verbal learning, motor learning, problem solving, concept learning and creativity.

## **VII. FINDINGS AND CONCLUSION**

Human resource can be viewed as the sum of knowledge, skill, attitudes, commitment, values and the life of the people of an organization. Development is acquisition of capabilities that are needed to do the present job or the future expected job. Since there is keen competition for human resources and not only the competition for customers, the human capital can be created within the organization and not acquired from outside with the help of Human Resource Development and will be managed with the help of Human Resource Management. HRD also promotes team building and collaborative climate. There are many instruments that can be used to facilitate HRD. These instruments may be called sub-system or mechanisms. Thus, Human Resource Management is a planned approach to managing people effectively for performance. Therefore, understanding Human Resource Development is necessary and utilization of HRD enables the sustainability to growth of organization, which is also confirms by the respondents. Human Resource Management is a process that helps the organization achieve its objectives.

Human Resource Development is thus defined as the process to enhance an employee capability to successfully handle greater responsibilities through formal and informal means. Human Resource Development efforts aim at providing

conditions in which the employees can improve their skill, knowledge, energy and talents. Various factors affecting learning suggests that an organization can play major role in developing its personnel through learning to take place, and providing facilities to learn. However, all organizations are not alike in terms of developing their personnel so as to adapt their environmental needs. A learning organization is capable of systematic problem solving. The generative learning give rise to a total transformation of organization. HRD objective has to helping people to acquire competencies required to perform all their functions effectively and make their organization do well.

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