

**IMPORTANCE OF HUMAN RESOURCE DEVELOPMENT****S.Tephillah Vasantham, Research Scholar,****Dept. of Management Studies, Mother Teresa University, Kodaikanal.****ABSTRACT:**

HRD is needed by any organization that wants to be dynamic and growth-oriented or to succeed in a fast-changing environment. Organizations can become dynamic and grow only through the efforts and competencies of their human resources. Personnel policies can keep the morale and motivation of employees high, but these efforts are not enough to make the organization dynamic and take it in new directions. Employee capabilities must continuously be acquired, sharpened, and used. For this purpose, an “enabling” organizational culture is essential. When employees use their initiative, take risks, experiment, innovate, and make things happen, the organization may be said to have an “enabling” culture. Even an organization that has reached its limit of growth needs to adapt to the changing environment. No organization is immune to the need for processes that help to acquire and increase its capabilities for stability and renewal.

**Keywords:** Human Resource Development, Significance of Human resource Development, HRD Functions

**INTRODUCTION:**

Human Resource Development (HRD) is the framework for helping employees develop their personal and organizational skills, knowledge, and abilities. Human Resource Development includes such opportunities as employee training, employee career development, performance management and development, coaching, mentoring, succession planning, key employee identification, tuition assistance, and 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. Organizations have many opportunities for human resources or employee development, both within and outside of the workplace.

Human Resource Development can be formal such as in classroom training, a college course, or an organizational planned change effort. Or, Human Resource Development can be informal as in employee coaching by a manager. Healthy organizations believe in Human Resource Development and cover all of these bases.

### **HRD FUNCTIONS**

The core of the concept of HRS is that of development of human beings, or HRD. The concept 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 given to the development of stronger dyads, i.e., two-person groups of the employee and his boss. Such dyads are the basic units of working in the organization. Besides several groups like committees, task groups, etc. also require attention. Development of such groups should be from the point of view of increasing collaboration amongst people working in the organization, thus making for an effective decision-making. Finally, the entire department 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 HRD systems are to develop:

1. The capabilities of each employee as an individual.
2. The capabilities of each individual in relation to his or her present role.
3. The capabilities of each employee in relation to his or her expected future role(s).
4. The dyadic relationship between each employee and his or her supervisor.
5. The team spirit and functioning in every organizational unit (department, group, etc.).
6. Collaboration among different units of the organization.
7. The organization's overall health and self-renewing capabilities which, in turn, increase the enabling capabilities of individuals, dyads, teams, and the entire organization.

**FEATURES OF HUMAN RESOURCE DEVELOPMENT**

The essential features of human resource development can be listed as follows:

- Human resource development is a process in which employees of the organizations are recognized as its human resource. It believes that human resource is most valuable asset of the organization.
- It stresses on development of human resources of the organization. It helps the employees of the organization to develop their general capabilities in relation to their present jobs and expected future role.
- It emphasize on the development and best utilization of the capabilities of individuals in the interest of the employees and organization.
- It helps in establishing/developing better inter-personal relations. It stresses on developing relationship based on help, trust and confidence.
- It promotes team spirit among employees.
- It tries to develop competencies at the organization level. It stresses on providing healthy climate for development in the organization.
- HRD is a system. It has several sub-systems. All these sub-systems are inter-related and interwoven. It stresses on collaboration among all the sub-systems.
- It aims to develop an organizational culture in which there are good senior-subordinate relations, motivation, quality and sense of belonging.
- It tries to develop competence at individual, inter-personal, group and organisational level to meet organizational goal.
- It is an inter-disciplinary concept. It is based on the concepts, ideas and principles of sociology, psychology, economics etc.

- It forms on employee welfare and quality of work life. It tries to examine/identify employee needs and meeting them to the best possible extent.
- It is a continuous and systematic learning process. Development is a lifelong process, which never ends.

### **BENEFITS OF HUMAN RESOURCE DEVELOPMENT**

Human resource development now a days is considered as the key to higher productivity, better relations and greater profitability for any organization. Appropriate HRD provides unlimited benefits to the concerned organization. Some of the important benefits are being given here:

- HRD (Human Resource Development) makes people more competent. HRD develops new skill, knowledge and attitude of the people in the concern organizations.
- With appropriate HRD programmed, people become more committed to their jobs. People are assessed on the basis of their performance by having a acceptable performance appraisal system.
- An environment of trust and respect can be created with the help of human resource development.
- Acceptability toward change can be created with the help of HRD. Employees found themselves better equipped with problem-solving capabilities.
- It improves the all-round growth of the employees. HRD 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 efficiency culture in the organization. It leads to greater organizational effectiveness. Resources are properly utilized and goals are achieved in a better way.
- It improves the participation of worker in the organization. This improves the role of worker and workers feel a sense of pride and achievement while performing their jobs.

- It also helps to collect useful and objective data on employee's programmers and policies which further facilitate better human resource planning.
- Hence, it can be concluded that HRD provides a lot of benefits in every organization. So, the importance of concept of HRD should be recognized and given a place of eminence, to face the present and future challenges in the organization.

**CONCLUSION:**

Thus Human Resource Management plays an important role in Human Resource Management. Effective strategies have to be implemented by HR Professionals in order to improve the Human Resource Development.

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