

## DISCUSSION THE PHILOSOPHY AND HISTORY OF HUMAN RESOURCES DEVELOPMENT

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### ABSTRACT

The discipline of management is one that is always changing and is present almost everywhere. Human resource development, or HRD as it is more popularly known, plays a crucial role in the development of not just a business but also a whole country. Human resource management is now seen as a whole, incorporating many facets of human nature on an individual, group, and organizational level. This is a change from the prior notion that performance appraisal might be used to improve human resources. This essential context has been kept in mind when we conducted this investigation. As a result, this study effort has examined three areas of human resources. Development at the individual, group, and organizational levels are the three types.

**Keyword:** - Human Resources, Management, Business, Training, System.

### I. INTRODUCTION

Human resource development is all about bringing out the best in people. If given the right circumstances and chances, every human being has the capacity and capability to realize and realize their full potential. HRD is, to put it simply, the process of enhancing human resources' potential via development. To increase individual, group, and organizational effectiveness, it refers to the integrated use of training and development, organizational development, and career development.

HRD is a practice that all people engage in. Individuals engage in it as they work to further their own development; managers engage in it as they strive to further the development of others; and the HRD staff engages in it as it develops the organization's overall development tools. As part of a complex human system, it is a process of enhancing the value of people, teams, and organizations. The best approach to describe human resource development is as a continual process that ensures the methodical and deliberate growth of workers' competences, dynamism, motivation, and effectiveness.

In the form of its workers, "people" is the most precious and significant resource that every business or institution has. Dynamic individuals create dynamic businesses. The efficiency of the company is influenced by effective workers. Making things happen and enabling an organization or institution to accomplish its objectives requires



Figure 1. 1 Human Resource Management Systems



competent and driven individuals. Organizations should thus constantly make sure that staff dynamism, competence, motivation, and effectiveness stay at high levels. To successfully carry out the many activities or functions needed by their professions, employees need a range of competences, such as knowledge, attitudes, and abilities. The environment, organizational objectives, goals, and strategies, changes in technology, as well as new possibilities, problems, and knowledge bases, among other factors, all continually alter the character of work. A job's changing environment necessitates ongoing employee competency improvement in order to do the work successfully. Therefore, ongoing competence development is required for optimal work performance. The goal of HRD is to continuously analyze the capabilities needed by various people to carry out the tasks that have been allocated to them, successfully, and to provide chances for these competences to be developed.

Individuals bring their own sentiments, perceptions, wants, motivations, attitudes, beliefs, and other factors to the workplace in addition to their technical abilities, knowledge, and other factors. People in every organization show who they are via both individual conduct and group interactions. Therefore, managing employees in a company includes managing not just their technical skills but also their other personality traits.

Human resources are handled quite differently from other resources. Human resources' physical and mental qualities are unquestionably important to the effectiveness and production of a business.

Furthermore, it's critical to remember that workers in any firm should not be thought of as static people since environmental variables like education, training, and growth affect both the number and quality of human resources. Human resource development (HRD) is defined as "organized learning activities arranged within an organization in order to improve performance and/or personal growth for the purpose of improving the job, the individual, and/or the organization." Through cohesive HRD programs, personal goals must be integrated with corporate goals in order to effectively use human resources. It is important to keep in mind that an organization's success and development are determined by its personnel. They are prepared to embrace any adjustments made for the organization's growth via appropriate training and development programs. "Human Resources need to be trained and developed in such a way that they should be able to perform the tasks efficiently with self-motivation, teamwork, creativity, and self-leadership."

## **II. HUMAN RESOURCE DEVELOPMENT**

The knowledge, skills, creative abilities, talents, and aptitudes of an organization's workforce, together with the values, attitudes, and beliefs of the people engaged, make up its human resources.

The purpose of Human Resource Development is to increase productivity through investing in the long-term success of an organization's staff members. It's so they may realize and make use of their full potential in service of the organizations they work for, their own personal development, the success of their loved



ones, and the nation to which they belong.”

For Nadler, HRD is "an organized learning experience within a given period of time with the objective of producing the possibility of performance change." Another way to look at HRD is as the cultivation of human potential through the cultivation of suitable conditions for human growth. It's best understood as an ongoing procedure that aims to systematically and deliberately foster the growth of workers' skills, energy, motivation, and efficiency.

### **III. REVIEW OF HRD PHILOSOPHY AND CONCEPTS**

Human resource development (HRD) is, as defined by Nadler, management's ongoing, strategic initiative to boost employee competence and business results through formalized learning and development opportunities. Training encompasses any endeavor that leads to enhanced proficiency in one's present or a related occupation. Education is the process of acquiring knowledge and skills that go beyond the requirements of one's present occupation. Opportunities for growth in one's personal development that are not tied to a certain occupation are vital to development.

Human resource development, as defined by Rao, is "the process by which an organization helps its employees on a continuous, planned basis to: acquire or sharpen capabilities required to perform various functions associated with their present or expected future roles; develop their general capabilities as individuals; and discover and exploit their own inner potentials for the purposes of their own

development and the development of the organization as a whole."

Prof. Ishwar Dayal argues that human resource development is a strategy based on the idea that individuals may develop to their full potential in a supportive setting. Organizational development relies heavily on expansion. A person's holistic development in terms of knowledge, wisdom, ability, self-awareness, adaptability to circumstance, and assurance is the goal of human resource development, as he sees it. Human resource development, in his perspective, is more of a concept than a set of practices. According to Khan, "HRD is the process of increasing the knowledge, skills, capabilities, positive work attitude, and value of all people working at all levels in a business undertaking."

### **IV. HISTORY OF HUMAN RESOURCE DEVELOPMENT**

According to Nadler, "HRD" was first used in the context of a university in 1968, namely George Washington University. In 1969, it was utilized at the American Society for Training and Development's annual meeting in Miami. A growing number of people were using it as a synonym for "training and development" by the mid-1970s, he said.

Human resource development is a relatively new phenomena, and the notion itself is not very old; the phrase "human resource development" did not enter popular use until the early 1970s.

Some experts in the field of management claim that Japan was the pioneer in the implementation of HRD policies and procedures in the business sector. The Japanese often believe that a "better society" may be achieved via cultivating a

"better people" rather than just developing more advanced technologies.

Human Resource Development (HRD) is a relatively new concept in India, gaining popularity there only in the early 1970s. According to Professor Udai Pareek, it was the State Bank of India in 1972 that coined the phrase. Some PSUs, including BHEL, MUL, SAIL, IA, AI, LIC, and IOC, adopted this professional HRD perspective by the late 1970s and early 1980s. Both Larsen & Tuobro and TISCO were the first commercial companies to use HRD. Itcher, Crompton Greaves, and the C-Dot. Several other companies, including Sundaram Fasteners, State Bank of Patiala, and Canara Bank, also entered the fray in the 1980s.

The 1980s are remembered as the "Decade of Computers and Human Resource Development" in the field of management sciences. Human resource (HR) competence and competency development is seen as crucial by many Indian enterprises.

Human resource development (HRD) programs are being carefully considered by every management. Focus has changed in the past couple of decades from internal human resource management to the systematic improvement of human resources across sectors. Now more than ever, businesses understand that investing in their employees is essential to long-term success. Most contemporary businesses now provide elaborate training programs, executive vacation packages, family welfare schemes, and incentive systems that are designed to greatly impress both current and prospective workers. The previous ten years have seen tremendous expansion in HRD-related scholarship,

research, and experience. Many businesses now establish "HRD Departments" to reflect the growing awareness of the significance of nurturing employees' skills and abilities. Therefore, companies regularly train their employees on the latest technologies to improve productivity and morale in the workplace.

## V. HUMAN RESOURCE DEVELOPMENT AT MACRO LEVEL AND MICRO LEVEL

Human resource development may be used to both local problems (at the macro level) and broader societal challenges (at the micro level).

Global context: Human resource development, at the macro level, focuses on improving the lives of a country's citizens. It takes into account resources and human qualities that contribute to individual growth and the country at large. Human Resource Development provides a solid foundation for economic planning and measures to prevent inflation by analyzing individual incomes, attitudes, ambitions, etc., as part of the calculation of national income and economic growth prospects. Only if the country as a whole invests in its people can achieve this

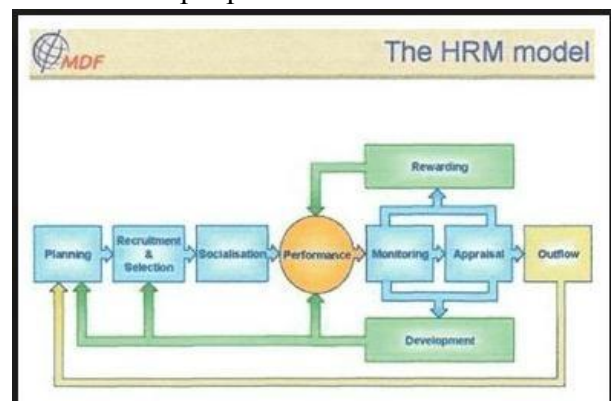


Figure 1. 2 HRM Model

Manpower planning, selection, training, performance appraisal, potential appraisal, compensation, quality circles, organization



development, etc. are all topics often discussed at micro level Human Resource Development.

Human resource development (HRD) is involved in all of these areas with the overarching goal of helping individuals grow in ways that improve their ability to do their current jobs and take on new challenges in the workplace.

## **VI. CONCLUSION**

While the focus of the current investigation is on evaluating the impact of performance reviews, generalizations about the findings are possible.

It is reasonable to infer that performance assessment has a significant impact on employee motivation, productivity, retention, and the development of a positive image for the company as an employer.

The effectiveness of performance evaluation is influenced by the methods used, and workers are given some leeway in selecting such methods. One thing is certain, though: reliable equipment is essential.

Changes in their socioeconomic status, level of education, level of employment experience, and choice of current employer all have an impact on performance reviews and other HRD measures. Here, it's worth noting an important conclusion: workers do not widely embrace the idea that established organizations or MNCs have a superior mechanism for evaluating employee performance.

Further, the most crucial factors with regards to the Impact of Performance Appraisal are Employee Productivity, Leadership, Change Management

Motivation Tools for Determining Performance, and the Work Environment.

The study's most significant finding is that HDFC Bank, Vodafone, and Axis Bank are among the best firms with regards to the Effect of Performance Appraisal. Employees who are looking for a long-term, growth-oriented career opportunity are increasingly limited to LIC of India and Birla Sunlife.

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