

ROLE IN HUMAN RESOURCE DEVELOPMENT IN INDIA

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Abstract: - Human Resource Development (HRD) is a subject gripping paramount significance at a national level, and it is much more of prodigious germaneness in a developing and the most populous country like India. Over the years, organizations worldwide are becoming cognizant with the prominence of human resource. The real life experiences substantiate the assumptions that no matter how automated the activities of an organization may become, it is extremely challenging to manage it unless the human efforts are integrated with them

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Introduction

Human Resource Management (HRM) is a relatively new approach to managing people in any organisation. People are considered the key resource in this approach. It is concerned with the people dimension in management of an organisation. Since an organisation is a body of people, their acquisition, development of skills, motivation for higher levels of attainments, as well as ensuring maintenance of their level of commitment are all significant activities. These activities fall in the domain of HRM. Human Resource Management is a process, which consists of four main activities, namely, acquisition, development, motivation, as well as maintenance of human resources. Scott, Clothier and Spriegel have defined Human Resource Management as that branch of management which is responsible on a staff basis for concentrating on those aspects of operations which are

primarily concerned with the relationship of management to employees and employees to employees and with the development of the individual and the group.

Role of Human Resource Management

The emergence of human resource management can be attributed to the writings of the human religionists who attached great significance to the human factor. Lawrence Apply remarked, –Management is personnel administration this view is partially true as management is concerned with the efficient and effective use of both human as well as non-human resources. Thus human resource management is only a part of the management process. At the same time, it must be recognised that human resource management is inherent in the process of management. This function is performed by all the managers. A manager to get the best of his people,

must undertake the basic responsibility of selecting people who will work under him and to help develop, motivate and guide them. However, he can take the help of the specialised services of the personnel department in discharging this responsibility. The nature of the human resource management has been highlighted in its following features:

1. **Inherent Part of Management:** Human resource management is inherent in the process of management. This function is performed by all the managers throughout the organisation rather than by the personnel department only. If a manager is to get the best of his people, he must undertake the basic responsibility of selecting people who will work under him.

2. **Pervasive Function:** Human Resource Management is a pervasive function of management. It is performed by all managers at various levels in the organisation. It is not a responsibility that a manager can leave completely to someone else. However, he may secure advice and help in managing people from experts who have special competence in personnel management and industrial relations.

3. **Basic to all Functional Areas:** Human Resource Management permeates all the functional areas of management such as production management, financial management, and Marketing management. That is every manager from top to bottom, working in any department has to perform the personnel functions.

Characteristics of Human Resource Management

According to Scott, Clothier and Spiegel, –The objectives of Human Resource Management, in an organisation, is to obtain maximum individual development, desirable working relationships between employers and employees and to affect the moulding of human resources as contrasted with physical resources|| .

The basic objective of human resource management is to contribute to the realisation of the organisational goals. However, the specific objectives of human resource management are as follows:

- To ensure effective utilisation of human resources, all other organisational resources will be efficiently utilised by the human resources.
- To establish and maintain an adequate organisational structure of relationship among all the members of an organisation by dividing of organisation tasks into functions, positions and jobs, and by defining clearly the responsibility, accountability, authority for each job and its relation with other jobs in the organisation.
- To generate maximum development of human resources within the organisation by offering opportunities for advancement to employees through training and education.

Need of Human Resource Management

Human Resource Management has a place of great importance. According to Peter F. Drucker, –The proper or improper use of the different factors of production depend on the wishes of the human resources. Hence, besides other resources human resources need more development. Human resources can increase cooperation but it needs proper and efficient management to guide it. Importance of personnel management is in reality the importance of labour functions of personnel department which are indispensable to the management activity itself. Because of the following reasons human resource management holds a place of importance.

- It helps management in the preparation adoption and continuing evolution of personnel programmes and policies.
- It supplies skilled workers through scientific selection process.
- It ensures maximum benefit out of the expenditure on training and development and appreciates the human assets.
- It prepares workers according to the changing needs of industry and environment.
- It motivates workers and upgrades them so as to enable them to accomplish the organisation goals.

Conclusion and Summary

HRM has a relatively recent history as a discreet subject within the wider portfolio of management studies. Its lineage can be traced back to personnel administration, and the two terms are still used interchangeably. One interpretation is to consider HRM from a functional perspective, which is what this course will do in the forthcoming units. In this brief introduction, the importance of context was highlighted – all organisations manage within a particular context primarily defined by institutional arrangements and the cultural characteristics within which they are embedded. Understanding the organisational environment is at the core of strategic thinking, and you were also introduced to one of the theoretical models of strategic HRM, the „Michigan“ model of Devanna et al. Although associated with „hard“ HRM, „with the focus on people as resources to be deployed to maximise performance“ (Truss et al: 2012: 85-6), it provides a Centre for Financial and Management Studies Human Resource Management and

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