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Human Resource Development Practices in India

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Abstract - Human resource development is a part and parcel of human resource management. It is the main function of HRM. Every organization and its management have the responsibility to develop its human resource if at all wanted to remain in business, face the competition and march towards prosperity and growth. In the modern times of growing awareness, the human development is the task number one for any organization. The very survival and growth of the organization depend on human resource development. HRD programmers have become routine now in the organizations. Gone are the days when employees were treated as part of machine. Now new awakening has emerged. Organizations have now realized that employees are human being. And if they are treated well and their talent is developed, they can be of immense help to them in fostering organizational growth. This has given rise to the emergence of new relationship between employees and management.

Methodology - The study is based on extensive secondary literature review highlighting the Human Resource Development practices in India.

Index Terms - Parcel, competition, development, survival, routine, awakening, talent, fostering.

I. INTRODUCTION

Human resource development (HRD) is, therefore gaining significance in the success of any industrial organization. The organization today have realized that it is the contribution of human resources which helps them to grow, prosper and attain their objectives. The organizations are making efforts to increase worker's influence. Human resource development programs are set up by the organizations to develop their employees and executives to carry on with supervisory and managerial responsibilities. Growth of modern technology new business and industrial dynamics need for highly skilled and competent staff have made it necessary to have well trained and

developed staff to meet the challenges of modern times. There is a feeling among the employees that the introduction of new technology will take away their job. It is the responsibility the human resource manager to eliminate this feeling from their mind and reassure them that nothing of the sort will happen. Once fear is removed, they readily accept the new technology and develop themselves to suit the requirements of changing times.

I. Concept of Human Resource Development

Human resource is the most important active factor of production and refers to the knowledge, skill, creative ability, talents, values, beliefs of workforce. These resources play an important role in deciding the efficiency and effectiveness of an organization. Their development would lead to organizational development. Human resource development main concern is the development of skill and abilities, knowledge, and competencies of people. The concept of HRD is of recent origin and is still in the developing stage. HRD is used at macro and micro level.

HRD at Macro Level:

At macro level it is the core of all developmental efforts aimed toward improvement of quality of life of people of a country. Human development efforts of the government comes under this category.

HRD at Micro Level:

At micro-Level it is the improvement in the quality of executives, managers and employees of the organization aimed at increasing quality and organization aimed at increasing quality and enhancement of productivity. Any organization's efforts to enhance the quality and productivity fall under this category.

II. OBJECTIVE OF THE STUDY