
Importance of Human Resources Development at Workplace

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Introduction

Human resources development is important because it is an investment in one's employees that will ultimately result in a stronger and more effective workforce. When an organization develops their employees, they are strengthening their assets and making these employees even more valuable. Why is HRD Important? Human resources development is important because it is an investment in one's employees that will ultimately result in a stronger and more effective workforce. When an organization develops their employees, they are strengthening their assets and making these employees even more valuable. Human Resource development is essentially a process of making decisions about the acquisition, use and disposal of resources with a view to achieving organizational objectives. Of all the resources used by an organization, the human resource has been recognized as the most important element affecting the success of the organization since it is through people that organizational objectives and goals are achieved.

There is a large and growing body of literature that shows a positive linkage between human resource development and performance of the employee, especially Civil Servants'. It is a relatively young academic discipline but an old well-established field of practice. Furthermore, Human Resource Development is deeply concerned about the dynamic issues of individual and organizational change. Human Resource Development is a vital area for public administration because ideas for innovation, quality and continuous improvement, as well as other critically important inputs need to be competed in the modern, highly competitive business world.

The purpose of Human Resource Development (HRD) is to focus on the resource that humans bring to the success equation both personal success and organizational success. The two core threads of Human Resource Development are individual and organizational learning as well as individual and organizational performance. Human resources development is the improvement of human resources and application of their professional knowledge aimed at reaching organizational development and personal professional improvement towards improving performance of civil servants. It encompasses a set of systematic and planned activities an organization determines to enable its employees to learn the necessary skills to be able to deliver their current and future work needs.

The Civil Service Act sets forth the principles of a professional civil service and ensures legal framework for the civil service human resources management and development. The Civil Service Act and regulations passed on the grounds of the Act prescribes terms and conditions as well as a procedure for civil servants' admission transfer, civil service termination. The foundations of a payroll system ensuring wage stability, whereas it also contains the definition of rights, duties and the responsibilities of civil servants. The existing civil service human resources management and development system encompasses recruitment planning, conducting the recruitment procedure, job analysis and description, promotion, civil servants' work and performance appraisal, rewarding and ongoing training.

What is Human Resources Development?

Human resources development (HRD) refers to the vast field of training and development provided by organizations to increase the knowledge, skills, education, and abilities of their employees. In many organizations, the human resources development process begins upon the hiring of a new employee and continues throughout that employee's tenure with the organization. Many employees come into an organization with only a basic level of skills and experience and must receive training in order to do their jobs effectively. Others may already have the necessary skills to do the job, but don't have knowledge related to that particular organization. HR development is designed to give employees the information they need to adapt to that organization's culture and to do their jobs effectively.

What is the Purpose of HRD?

Human resources development can be viewed, in some ways, in the same manner that a coach views his athletic team. While a coach may recruit players who already have some skill and ability, the point of continued practice is to strengthen those skills and abilities and make even better athletes.

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HR development has the same goal: to make better employees. The purpose of HR development is to provide the 'coaching' needed to strengthen and grow the knowledge, skills, and abilities that an employee already has. The goal of development and training is to make employees even better at what they do.

Types of HRD

Human resources development usually begins as soon as an employee is hired and continues throughout that employee's tenure with the organization. **HRD** comes in different forms, including on-the-job training or job shadowing, textbook or online education, growth opportunities, and compliance training.

On-the-job training refers to learning the aspects of a job while one is doing the job. An employee may know the basics of what the job requires, but specifics like which forms to use, where materials are stored, and how to access the computer systems may require on-the-job training.

Job shadowing is similar in that the employee watches another employee do the job in order to develop the proper skills.

Another form of development is intellectual or professional development, which includes college or certification courses or job-specific trainings and seminars related to how to do one's job better. Many organizations invest heavily in providing training and development to their employees in order to increase their knowledge and skills. With the growth of online learning, much of this training has become available via webinars and online courses, but it is still very common to conduct in-person trainings or attend training seminars or conferences with other professionals in the field. Many professionals also voluntarily take additional training and development courses in order to be seen as experts in their fields. Professional organizations often offer their member's options to increase their development and many have specific certifications that must be obtained through extensive training and development. The Six Sigma certification, Professional in Human Resources (PHR) certification, and Certified Professional in Learning and Performance (CPLP) certification are just a few examples of these forms of HR development that require continued education, training, and testing.

Human Resource Training:

The Human Resource Training Human Resource Training will introduce learners to practices and procedures used in today's human resources scenarios. The Human Resource Training discusses the processes HR professionals go through. They are constantly involved in ensuring that they have the right employees at the right time. This is to ensure that the company is both productive and profitable.

The Human Resource Training first introduces you to the main roles that Human Resource Management plays in business. It will also explain why it is required along with the constantly changing world. Here the major focus will be on how HRM function is key to success. This Human resource Training will also teach the skills needed to deal with variety of HR situations and challenges that are faced.

This Human Resource Training also involves a major module on Strategic Human Resource Planning. To keep the pace between the objectives of the Company and the Human Resource, Strategic planning is necessary. So in this module of Human Resource Training, we will see the steps required involved in development, writing and implementation of strategic plans. We will also see how those plans need to be developed. The Human Resource Training also talks in detail about the employment cycle. Here we will discuss about the stages from recruitment and selection. Moving forward in this section we will also talk about job analysis and performance appraisals.

Human Resource Training also talks about the concept of International Human Resource Management. Here we will discuss various components of International Human Resource Management like Approaches to International Staffing, Recruitment and Selecting staff for international operations, International Compensation Package, Components of Pre-departure training, Repatriation process, Stages of Internationalization, Code of conduct and offshoring, Performance Management of International Employee, cross border alliances, Key issues in international industrial relations, HR activities in M and A, trade unions and international industrial relations and much more.

This Human Resource Training will be of great interest to all Human Resource professionals. You will be learning more about modern human resource practices and procedures. This Human Resource Training is also beneficial to all the participants who are interested in Human Resource as a career.

Human Resource Training Goals and objectives:

Having completed this Human Resource Training you will be able to:

Identify the main responsibilities of Human resource managers.

List the main areas of HRM focus.

Determine current and future human resource trends and needs.

Explain the need to strategic plans and international Human resource as the internal and external environments change.

Learn in detail about the recruitment and selection process.

What is the Target Audience for this Human Resource Training?

Students interested in HRM as their career.

Professionals in HRM domains

Anyone interested in learning about Human Resources and its important concepts.

What are the Pre-requisites for this Human Resource Training?

Passion and determination to learn about Human Resource Management.

HRD is a continuous and planned manner in which the employees of an organization are guided to perceive the following points

To gain and polish their abilities that are required to execute different roles which are related to their existing and future job responsibilities to help them perform well.

Human resource development helps the employees develop their inner potential and also learn new ones by learning how to explore their own capabilities for self as well as organizational development.

It also develops the organizational culture in which the relationship between the supervisor and the subordinate contributes to collaborate amongst different units in the organization with teamwork and strong contribution of professional wellbeing by motivating the pride of the employees.

Recommended courses

Course on Stakeholder Management

Online Certification Training in Manage Project Integration

Stakeholder Management Courses

HRD has very limited definitions however it is a process to initiate, to promote and facilitate the process of human resource development mechanism and techniques such as counseling, training, performance appraisals and interventions of organizational development in an ongoing manner.

The intention of Human resource development is to create better employees by polishing their skills and also helping them in discovering new ones.

The perception and intention of Human resource development

Computer with Internet connection to view the training materials of Human Resource Training.

It provides training's and coaching to employees to enhance their knowledge, their skills and their potentials, the goal is to make an employee better at their existing skills.

Human resource development and human resource management are both same?

There is a little confusion as both the terms sound the same, don't they? Human resource development and human resource management are two different terms with a little difference in their understandings.

Both the parts are very important parts of maintaining the human resources that are the employees of the organization. Each term and each part of the HR team has different motives and goals however they both work for the betterment of the employee and the organization. Let's us have a quick look at the difference.

Human resources management is related to the management and maintaining of the employees in the organization whereas Human resource development concept is more into the development part for the employees and the organization both.

Human resource management creates a separate organizations structure which is independent and does not depend on any part of the organization; whereas Human resource development definition develops a constitution that is interdependent and related to each other which definitely means it cannot be an independent part of the organization.

Human resources management focuses on improving the potentials of the employee only whereas Human resource development definition focuses on improving the potentials of both the organization and the employee as a whole.

The responsibility of human resources management is to give the HRD responsibilities to a few personnel managers and the HRD department whereas the responsibility of HRD departments is to give HRD responsibility to every manager at every level of the organization.

Human resources management focuses on monetary rewards and incentives to motivate the employees of the company in order to help them perform better whereas Human resource development definition

focuses on satisfying high order needs of the employees in order to help them perform better in the organization.

Why is human resource development management is important?

Any organization grows due to its highly efficient staff and their performances. Performance of every staff of the organization will help in the dynamic growth and development of the organization. Hence in order to perform well, the organization needs to keep its employee's morals and motives very high and strong. For such high morals and motives, the employees need to undergo regular training and coaching programs organized by the company, along with training's and coaching the company needs to continuously monitor their performances and developments.

The important functions and features of HRD

One of the most important functions of HRD is the development of human beings working in an organization; their concept is to cover both the employees and the organizational development. Simply take a close look at a few functions and features of the Human resource development definition

Their 1st motive is to develop the potentials of an employee as in individual employee with regards to its current and expected future goals.

To develop the relationship between the subordinates and the supervisor to maintain team spirit and smooth functioning of work within teams, inter departments and also create collaboration amongst different departments.

The Human resource development definition also works towards the health of the organization itself renewing capability that enables and increases the self-potential of the individuals working in an organization along with the performances of their teams and the entire organization.

This team and department of the organization calls the employees the human resources which are also termed as one of the most essential resources of the organization

This system stresses an emphasis on the development of human resources in order to benefit the entire organization along with their development.

Develops and utilizes individual capability the best in order to develop and benefit the employee and the organization to its fullest.

Develops relationships amongst colleagues along with interpersonal skills, building trust and confidence amongst each other and the organization.

They develop and promote team spirit so that the employees work in teams as an individual alone cannot run the organization the work needs to be executed in teams.

Creates and develops a healthy work atmosphere for the individuals in the organization along with developing their competent skills at the organizational level.

It creates collaboration amongst subsystems as Human resource development management is a huge system and has a number of functional subsystems that it functions with.

Its aim is to develop a sense of responsibility amongst employees along with creating good relationships amongst seniors and subordinates by qualitatively motivating them.

To meet organizational goals it develops competencies at individual employee, interpersonal, team and organizational levels.

Human resource development concept of inter-discipline of concepts such as economics, psychology sociology, ideas, and principles etc.

Its motive is to examine and identify the needs of the employee and try to meet them in the best possible way to maximize employee welfare and quality of work life.

HRD believes in a continuous and a systematic learning process along with monitoring the progress with the help of different assessments and tools.

Advantages of Human Resource Development Process

A system that focuses on developing one of the most important resources of the organization does definitely have a number of benefits. Take a look at these human resource development benefits to maximize your knowledge on Human resource development definition.

HRD focuses on competencies on an employee of the organization by developing their existing skills, helping them with the development of new skills, attitude and know-how of the people in the particular organization.

An accessible performance system is formed in order to access the employees on the basis of their performance and rate them accordingly, this keeps them more committed to their jobs.

It enables the employee by creating an atmosphere of trust, confidence, and respect for the employees in the organization.

HRD creates an atmosphere where the employees would accept change challengingly.

It benefits the employee with the power of problem-solving ability positively.

Generates new values with the openness of the behavior of the employees.

HRD focuses on the overall improvement of the employee along with improving team spirit of the organization.

Benefits in creating organizational effectiveness along with an efficient work culture in the organization.

HRD focuses on maximum utilization of the available resources to achieve goals appropriately with minimizing losses and maximizing profits by avoiding wastage.

The system motivates the workers to participate in the organization by increasing their participation ability the employees participate freely without hesitating this gives them the feeling of achievement and satisfaction as they are performing their jobs in their organization. This increases their efficiency and helps them perform better.

HRD collects useful data for employee management on their policies and programs it helps in building better human resource planning. Data is an instrument that will never go wrong and never guide your wrong hence maintaining and materializing data for your analyses is very important.

This system gives the employees recognition and a place of reputation which helps them by giving them the confidence of facing the challenges in the organization today and even for their future.

It focuses on the overall development of the organization that is the employee, the teams and the organization as a whole.

It gives HRD responsibility for the managers of every level of every department in order to build the efficient resource for the organization.

Creates value for both the employee and the organization.

Obstacles Facing Potential Employees

There are two kinds of hurdles facing potential employees in the job market today. Either they do not have enough exposure to technology or they have too much exposure to technology. In the event that they do not have enough exposure to technology, they need computer education so that they are more comfortable with the kinds of technology that will be used in the modern workplace.

Human Resource Management in Schools

One of the greatest outcomes to come out of the economic recession of the years leading up to 2010 is the introduction of courses related to work readiness and human resource management in schools, both high schools, and colleges, across the country. Millennials and subsequent generations have grown up with social media and text messaging and so they tend to lack the necessary interpersonal skills they need in order to excel at interviews and when networking in social settings. Most HR departments today require candidates to complete their applications online and so the new basics of education are all about familiarizing students with computers and computer parts. Even government agencies have joined in by creating educational programs that make candidates ready for work.

The Impact of Human Resource Developments

Readiness for the Workplace

HRM education is finding inroads into the classroom, with high schools and colleges alike putting a lot of emphasis on the readiness of students for the workplace. Students who end up looking for jobs still need skills in English grammar and mathematics. However, they may find themselves failing despite having these skills if they are not adequately prepared for the sometimes harsh reality that is a rigorous work schedule.

These students have to be on time every day. They have to be ready to be criticized because their bosses won't be thrilled about every little thing they do, and they have to be ready to comply with a range of rules and policies set both within the companies where they will be working and by regulatory agencies.

Some school districts are going as far as forming advisory councils for career education. These councils are made of industry professionals and local businesses to help them create educational programs that are based on reality and are relevant to the kind of everyday work these students will graduate into when they are done with school.

Training for Soft Skills

Graduating at the top of your class is definitely a plus when you look for and finally get a job. You will be considered a first class employee. However, what if you're terrible at working with a team or you're such a perfectionist that you consistently get caught up in analysis paralysis and never get anything done? What if you can't compromise when you have to and so find it difficult to make hard decisions at your place of work?

It goes way beyond the problems outlined above. Without the right soft skills, you may have trouble juggling many different projects at the same time and managing your time.

Soft skills are important in the workplace since they help you to effectively work with others and achieve a common goal. Human relations will happen wherever you go and students need to be educated on how to effectively relate with other humans. New employees should know how to interact with their colleagues and get along with them at their place of work.

Communication

With the internet a ubiquitous global tool, and other tools such as webinars, social media, Skype, Facebook, WhatsApp, and other forms of online communication being as rampant as they are, young people hardly understand person to person communication anymore. They don't understand the skills that used to underpin meetings and seminars, such as presentation skills, public speaking, making proper introductions and so on. And yet these are the very same skills that are still highly valued in the work environment of today and so the type that they need to know.

This isn't to say that the types of technology that young people are used to don't have their place in the workplace. They do, and millennials are more than qualified to use things like LinkedIn and collaboration software in their places of work. However, they also need to learn more traditional communication methods and skills in order to be more rounded employees at their places of work and therefore more versatile. Being skilled in many different methods of communication gives one candidate an advantage over another in the end.

Making Communities Work Ready

Local governments, as well as state governments, are using education as a tool to give them a competitive edge. The state of Georgia, for example, has the Ready to Work program, which it has used to assess the workforce in the state as well as train it in order to provide a pool of skilled labor that encourages organizations and businesses to move to the state for its talent.

Through such things as education, training, and job profiling, companies, individuals, and entire communities are now able to take advantage of assessments, training, and certification. The criteria and testing methods developed for the Ready to Work program can be used by schools to test students and certify them as ready for work long before they begin to look for employment. This certification brings comfort to human resources managers since they will know that a client went through the program and is ready to transition in the workplace environment.

Conclusion

Human resource development management is a very important responsibility for the HRM of the company. It is divided into a number of subparts and gives the responsibility of Human resource development concept to each level of management in each department of the organization. It is a process of promoting human resource development management mechanism and techniques such as training, counseling as a part to promote, facilitate and initiate this process. Human resource development management believes in the development of the most important resource of the organization in order to develop the employees, the teams, and the organization. The focus of Human resource development is on the entire organization not just one part of the company. In this sense, human resources development is about identifying, nurturing, managing, and using the abilities demonstrated by employees in order to help the company to attain its objectives. The human resources development management office in a company is in charge of this function and is there to create the right climate in the organization that the employees need to help them develop so that they can help the company to develop.

In the modern world, the human resource function of the organization, an entire industry, and the global workplace, in general, goes well beyond what happens in the office. While the human resources department will do its fair share of training employees, coming up with career development programs for them, planning for their success, and so on, there needs to be some kind of support in the education system to prepare candidates for the process altogether.

When a candidate receives some kind of training while in school that helps them to prepare for the job, then the job of the human resources department is made much easier because a lot less has to be invested in the training of an employee upfront when they join a company.

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