

THE STUDY ON HUMAN RESOURCE DEVELOPMENT IN GOVERNMENT AND PRIVATE COLLEGES IN TAMILNADU

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ABSTRACT

This paper is “Human Resource Development in Government and Private Colleges in Tamilnadu.” The study aims to determine the extent at which effective human resource development can enhance the payback of staff and students in educational sectors. To achieve the aims of the study, data were collected from both primary and secondary source. Primary data collected through questionnaires and personal interview. Secondary data collected through journals, magazines, reports and publications of various educational institutions. Data collected were analyzed by use of means, variance and standard deviation and the three hypothesis formulated were tested using z-test statistical tool. Based on the findings of the study, the researcher recommends that organization should inculcate the habit of attending seminars and conference, the institution should make sure that the effort of staffs are appraised from time to time to find out how they contribute to the achievement of organizational goals and also educational qualification must be a pre-requisite for the recruitment, selection promotion and placement.

INTRODUCTION

Human resources development is a continuing process comprising three interdependent components:

- Investment in human resources to enhance productive capabilities.
- Utilization of those human resources to produce increased output.

- Participation of the human beings who have improved resources (better education, better skills levels etc.) in the consumption of that increased output through a better quality of life.

MEANING OF HUMAN RESOURCE DEVELOPMENT

According to the American Society of Training and Development (ASTD), HRD is the integrated use of training and development, organizational development and career development to improve individual group and organizational effectiveness. Society facing new challenges and changes daily which increases the need to provide employees with appropriate learning experiences. Moreover, HRD helps organizations to provide learning related to the goals of the organization and to its employees. This learning is accomplished by providing training, education and development.

DEFINITION

According to Leonard Nadler, author of Developing Human Resources,

- Training is a learning activity provided by employers to employees, to help them perform, their current jobs more efficiently;
- Education focuses on learning designed to prepare an individual for a job different than the one currently held; and
- Development focuses on providing knowledge or skills within a specified area, but is not necessarily job related.

OBJECTIVES OF HRD

- To recognize each and every employee within the organization on the basis of their performance, irrespective of their caste, religion, language etc.
- To provide professional skills to the employees, so that they can feel associated with the organization and give their best.
- To provide proper training and development to the employees, so that their efficiency can be increased.

THE MAIN FUNCTIONS OF HRD

1. Training and Development:

Training and development is aimed at improving or changing the knowledge skills and attitudes of the employees. While training involves providing the knowledge and skills required for doing a particular job to the employees, developmental activities focus on preparing the employees for future job responsibilities by increasing the capabilities of an employee which also helps him perform his present job in a better way. These activities start when an employee joins an organization in the form of orientation and skills training. After the employee becomes proficient, the HR activities focus on the development of the employee through methods like coaching and counseling.

2. Organisation Development:

Organisational Development is the process of increasing the effectiveness of an organization along with the well being of its members with the help of planned interventions that use the concepts of behavioral science. Both micro and macro changes are implemented to achieve organization development. While the macro changes are intended to improve the overall effectiveness of the organization, the micro changes are aimed at individuals of small groups. Employee involvement programmes requiring fundamental changes in work expectation, reporting, procedures and reward systems are aimed at improving the effectiveness of the organization. The human resource development professional involved in the organization development intervention acts as an agent of change. He often consults and advising the line manager in strategies that can be adopted to implement the required changes and sometimes becomes directly involve in implementing these strategies.

3. Career Development:

It is a continuous process in which an individual progress through different stages of career each having a relatively unique set of issues and tasks. Career development comprises of two distinct processes. Career Planning and career management. Whereas career planning involves activities to be performed by the employee, often with the help of counselor and others, to assess his capabilities and skills in order to frame realistic career plan. Career management involves the necessary steps that need to be taken to achieve that plan. Career management

generally focus more on the steps that an organization that can take to foster the career development of the employees.

BENEFITS OF HUMAN RESOURCE DEVELOPMENT

- It emphasizes on all around development of the employees by developing skills, attitude and knowledge about the organization. This helps in making the employees more competent.
- HRD emphasizes on performance appraisal system through which the performance of the employees can be judged time to time. This makes the employees more committed towards their work and motivates others to perform well.
- As human resource development acts as a link between the organization and the employees, thus, it creates an environment of trust and respect.
- It emphasizes on problem solving approach, hence, HRD helps in creating an environment of acceptability towards change.
- HRD focuses on team spirit within the organization which helps in creating a positive environment within the organization. This ultimately helps in increasing the productivity of the organization.
- It emphasizes on the participation of employees in the organization. This increases the amount of participation within the organization and they feel more and more associated with the organization if they achieve anything.

FEATURES OF HRD

1. HRD is a system having interdependent parts or subsystems such as procurement, appraisal, development etc. Change in any one sub system leads to changes in other parts.
2. HRD is a planned process and systematic approach of developing people.
3. HRD is interdisciplinary concept. It is amalgamation of various ideas, concepts, principles and practices drawn from various disciplines like Sociology, Economics, Anthropology, Psychology etc.
4. HRD improves quality of work life. It is concerned with improving the skills, attitudes and behaviors of employees to benefit both the individual as well as organization. HRD

enables the employees to discover and utilize his capabilities and potential in service of organizational goals.

5. HRD involves development of competencies.

HUMAN RESOURCE DEVELOPMENT CONCEPTS

Human resources development (HRD) is a concept associated with human resources management. Organizations that implement HRD treat Human Resources as asset and not expense. HRD departments motivate, support employees to learn continuously. HRD needs and use strategies to motivate the work force. The implementation of HRD covers the activities of management training, management development and the appraisal. It has been noticed that it improves the managerial Performance. Human resource development in the organization context is a process by which the employees of an organization are helped in a continuous and planned way to,

1. Acquire capabilities required to perform various functions associated with their present or expected future roles.
2. Develop their general capabilities as individuals and discover and exploit their own inner potentials for their own and organizational development purpose.
3. Develop an organizational culture in which supervisor-subordinate relationship team work and collaborations among sub-units are strong and contribute to the professional well being motivation and pride of employees

CONCLUSION

HRD is an integral part of effective business and management. HRD is always being called upon to demonstrate its relevance to the business drivers and to financial criteria, especially among strategists and the guardians of organizational. The evidence on these issues is still being debated. Underlying these concerns is the belief that, although HRD is a necessary condition for success, it is not a sufficient condition for effective performance or success.

Considering all that has been discussed, it has been established beyond every reasonable doubt that human resources development, motivational tools, training etc. make workers to be more effective to their various job. Though the analysis of the subject matter centers on

Government and private colleges, the need for the study is in recognition of the fact that in all aspects of human endeavours. It is no longer necessary to lay undue emphasis on what effective human resources development can do to any organization that imbibes the practice.

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