

A STUDY OF EFFECTIVE HUMAN RESOURCES DEVELOPMENT AS A REQUIREMENT FOR ORGANIZATIONAL EFFICIENCY

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Abstract—This paper is “a study of effective human resources development as a requirement for organizational efficiency.” The study aims to determine the how the effective human resource development can enhance efficiency in organization, to determine the efficiency of human resource training and development in organization growth, to ascertain if human resource development have any significant impact on organizational profitability, to determine and identify the factors affecting human resource development and organizational productivity and to ascertain the attitude of the senior management and other employees on the need for proper utilization of available human resources which have tremendous effect on the firm’s profitability, data were collected from both primary and secondary source. Based on the analysis, the study found that human resource development is very vital to any organizations ranging from small to large scare enterprise since it is well known that no business can exist entirely without human being also that one of the major functions of human resource development is the engagement of people to work in order to achieve sales growth and profitability another finding is that the method of training and development as gathered from interview contracted by the researcher are just by reason of the problems the company has due to lack of fund. Based on the findings of the study, the researcher recommends that organization should inculcate the habit of attending seminars and conference, the company should make sure that the effort of employers 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 of workers.

Keywords—Human Resource Development, Human Resource Management, Organizational Efficiency, Organizational Goals, Training and Development.

INTRODUCTION

The greatest asset of any organization is its human resources that ensure that achievement of the company’s goal and objective. Tragically most organization's association have disregarded the turn of events and the board of their central resource which is human asset. It means to decide the degree at which viable human resource development can improve profitability so as to diminish terrible showing in association, to decide the effectiveness of human asset preparing and improvement in association development, to find out if human asset improvement have any critical effect on authoritative benefit, to decide and distinguish the components influencing human asset advancement and hierarchical efficiency and to ascertain the attitude of the senior administration and different representatives on the requirement for appropriate usage of accessible HR which have colossal impact on the company's productivity.

Most Organization does not have plans for the improvement of their individuals from staff. When those individuals are enlisted, the organizations do not orientate them, neither do they train them to secure other present-day aptitudes or enhance their gifts and instructive capabilities they came in with. It can affect to the relationship working of the representatives. Advancement of representative’s ability, aptitudes and information is costly of the association. That is the reason they are not willing to give the preparation and different offices to the representatives. New representatives have qualification to get the preparation and different offices. They are the privileges of new workers. Otherwise the workers are making more wastage of raw materials and they reduce the productivity of the organization. Lots if problems are to be raised by the new employees. So, the employees had got training about their work. For experienced employees training is not compulsory.

What is Human Resource Development?

Everything you need to know about the human resource development. Human Resource Development is primarily concerned with developing the skill, knowledge, and competencies of people.

REVIEW OF LITERATURE

This area presents the audit of writing, articulation of the issue, scope, targets and so on. Compelling human asset the board is considered as one of the principle factors for the accomplishment of any association. In all actuality, great HR methodology is not just significant for the efficiency of an association, and representative duty however association culture is similarly significant for the organization progress. The primary focal point of human resource management is on recruitment based on core competencies between different team members of an organization.

According to Dirk Huds an effective human resource management include keeping up and improving all parts of an organization's practices that influence its worker from the day of his enlistment to the day that he leaves the company.

The fundamental explanation behind organizations to put resources into human resource development exercises is to improve work and hierarchical execution through information, abilities, and mentalities change. On the off chance that representatives can't move the learning gained and utilize it in the genuine activity and organization workplace, the preparation and training are not valuable since they don't address the normal employment execution for the individual neither the activity nor the organization in an ordinary working circumstance. Human resource development exercises intend to release the potential that exists in the representatives of the organization.

IMPORTANCE OF THE STUDY

The importance of human resource development in nation development has been extensively discussed and demonstrates by outstanding scholars all over the worlds. Harbison human resources are not capital, neither pay nor material assets establishes a definitive reason for the abundance of a country. Capital and normal assets are latent elements of creation; people are the dynamic operators who gather riches, abuse material assets, fabricate financial and political association and complete national turn of events. Profoundly talented human resource is a pre-imperative for monetary and national turn of events.

STATEMENT OF THE PROBLEM

Human resource is the vital resources among all other organizational resources. Without the effective organizational culture, an organization cannot achieve its goal. The study is focused on the analysis of the effective human resources development that that requires for the organizational efficiency. This study is helping to maintain the employees and management relationship, good relationship can increase the develop the business. It helps to the organizational efficiency. The ineffective practice of human resource development can result in various problems such as reduced employees' ability to develop and apply new skills, a decrease in staff productivity, an increase in employee turnover and low performance of organizations.

OBJECTIVES OF THE STUDY

- Consider further workforce
- Future preparation
- To assess or forecast future skill requirement
- Determine recruitment level
- Designing and implementing programs
- To determine the effect of human resource development on competencies in the organization

SCOPE OF THE STUDY

The scope of a study explains the degree to which the research area will be investigated in the work and indicates the parameters inside the examination will be working. Human resource is generally significant in each organization. The connection of the representatives and the executives is increment. The current investigation planned to discover the advancement of representatives in the organization, and furthermore study the level preparing and other inspiration that ought to give by the organization. This investigation will assist the directors with thinking that an individual is fulfilled, if his activity fulfilment is high, so administrators had given more compensation and representative welfare measures to

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the laborers. This will prompt increment the effectiveness of the representative and increment the creation and notoriety of the organization.

LIMITATIONS OF THE STUDY

- Detailed study cannot be conducted due to Covid-19
- The study is limited in 50 respondents due to Covid-19
- People were hesitating to give information about their views freely
- Lack of access to certain information due to confidential nature
- Issues such as swearing of an oath of secrecy and indifference on the part of the interviews.

RESEARCH METHODOLOGY

SAMPLING

The study used stratified random sampling. When the population from which a sample is to be drawn does not constitute a homogeneous group, then stratified sampling technique is used to obtain a representative sample.

Sample Size. 50 Respondents (workers)

SOURCES OF DATA COLLECTION

Primary Data

The primary data will be collected through a questionnaire. Open-ended, closed ended and Yes or No questions will be used in drafting the questionnaire. Personal interviews are taken to collect the data.

Secondary Data

Sources of secondary data are magazines, books, journals, newspapers etc.

TOOLS FOR DATA COLLECTION

Data collection tools refer to the devices/instruments used to collect data, such as a paper questionnaire or computer-assisted interviewing system. Case Studies, Checklists, Interviews, Observation sometimes, and Surveys or Questionnaires are all tools used to collect data. The most important way to collect data is questionnaire

DATA ANALYSIS AND INTERPRETATIONS

TABLE 1: EMPLOYEES' RESPONSE ABOUT THE WORKING ATMOSPHERE IN THE ORGANIZATION

<i>Particulars</i>	<i>Frequency</i>	<i>Percentage</i>
Strongly Disagree	0	0%
Disagree	0	0%
Neutral	5	10%
Agree	18	36%
Strongly agree	27	54%
Total	50	100%

Interpretation: Organizational performance improves if core, managerial and functional competencies are enhanced. Neutral were 10%, the others 37 % agreed while 53 % strongly agree that there is an improvement in individual and organizational performance if the core, managerial and functional competencies are extended.

TABLE 2: HRD INCREASES EFFECTIVENESS IN THE RECRUITMENT PROCESS

<i>Particulars</i>	<i>Frequency</i>	<i>Percentage</i>
Strongly Disagree	0	0%
Disagree	5	10%
Neutral	7	14%
Agree	13	26%
Strongly agree	25	50%
Total	50	100%

Interpretation: The analysis realized that 50% of the respondents were of the opinion that recruiting process was off as the right material are always employed, the majority of respondents believed that these practices were good, and they constituted 26%. It shows that total of 76 % of the interviewees agreed that these measures were effective.

TABLE 3: HRD AFFECTS RECRUITMENT PRACTICES AND EMPLOYEE PERFORMANCE

<i>Particulars</i>	<i>Frequency</i>	<i>Percentage</i>
Strongly Disagree	0	0%
Disagree	12	24%
Neutral	6	12%
Agree	9	18%
Strongly agree	23	46%
Total	50	100%

Interpretation: The respondents indicated that human resource development has an effect on recruitment practices had affected their performance, responses are as follows 46% answered that strongly agree, 18% agreed that selection practices had changed their performance while 24% disagreed that it has not affected their performance. Recruitment is also a factor of successful growth of the organization. It helps to select right person at the right job. It helps to increase the productivity of the organization.

TABLE 4: HOW HRD WILL DETERMINE TO FILL VACANCIES INTERNALLY OR EXTERNALLY

<i>Particulars</i>	<i>Frequency</i>	<i>Percentage</i>
Strongly Disagree	0	0%
Disagree	8	16%
Neutral	6	12%
Agree	11	22%
Strongly agree	25	50%
Total	50	100%

Interpretation: The respondents 50% and 22% respectively strongly agreed and agreed respectively that HRD determines the source of recruitment while 15% were neutral and 13% disagreed. The majority said the HRD programs should be tailored to increase chances of internal mobility through promotions, transfers.

TABLE 5: RESPONSE OF EMPLOYEES IN EFFECT OF HRD ON RETENTION

<i>Particulars</i>	<i>Frequency</i>	<i>Percentage</i>
Strongly Disagree	0	0%
Disagree	4	8%
Neutral	9	18%
Agree	14	28%
Strongly agree	23	46%
Total	50	100%

Interpretation: It was found out that about 74% agreed that was trying to retain the employee, but 26% of the respondent did not think that HRD can be the reason not to leave. Majority of respondents indicated that some of the employees have left in the past six months due to various reasons such as no employee benefits, low salary, and lack of opportunities for advancement.

TABLE 6: RESPONDENTS WERE SUPPOSED TO INDICATE LEVEL OF AGREEMENT IN THE HRD IMPACT ON EMPLOYEE PUBLIC BEHAVIOUR

<i>Particulars</i>	<i>Frequency</i>	<i>Percentage</i>
Strongly Disagree	0	0%
Disagree	0	0%
Neutral	5	10%
Agree	10	20%
Strongly agree	35	70%
Total	50	100%

Interpretation: The result indicated that 70% and 20% respectively strongly agreed and agreed, 10% was neutral, there was an indication that public opinion, quality of services, governance, leadership as well as ethical issues was necessary for public image and also the ability to attract new employees.

FINDINGS OF THE STUDY

- The human resources development is very vital to any organization ranging from small to large scale enterprise since it is well known that no business can exist entirely without human being.
- It shows that one of the major functions of human resource development is the engagement of people to work to achieve sales growth and profitability.
- The method of training and development as gathered from the interview contract by the researcher are just by reason of the problems. The company has for instance, the company train less of its employee through role play because of lack of fund to engage in such training.
- From the data gathered, we discovered that the use of qualified staff in the company under study brings about increase in productivity. This means that human resources employed in any organization whether profit or nonprofit oriented, small, or large scale should be able to manipulate other resources of the company to see to their full efficient utilization so that productivity will positively be affected.
- Majority of the employees are satisfied their working condition, that the organization can provided to the workers. Companies can provide good working environment.
- Human resource development can play a big role in the development to increase the talent and skills of the employees. To provide training facilities to the employees, it helps to increase the productivity of the organization.

XI. SUGGESTIONS

- The management having seen human resource exercise as a vital aspect in organization, should be encouraged to finance it, seeing that the company is one that makes use of highly trained personnel, lack of funds as a problem should not be allowed to hinder effective implementations development.
- Educational qualifications, more especially of technical qualifications should be a pre-requisite for recruitment, dilution, placement, promotion appraisal and lay off workers. This means that the company under study should adjust their work/responsibility by engaging more qualified staff to help utilize other resources well for their effective productivity.
- Organizations ought to inculcate the habit of attending seminars, and conference. These are avenues where new skills are developed and discovered. It not only helps to train and develop the worker but also offers powerful labour force that help to the organizational growth in sales and profitability.
- Human resources training and development should be adopted in our business concern in a big way because these employees even when they are the right people at the job need to be updated and modifies considering our dynamic environment.
- They should improve and develop more personality training and career development programs by bringing the trainees from outsides so that their skills and knowledge will increase.

CONCLUSION

This study was primarily carried out to empirically examine of effective human resources development as a requirement for organizational efficiency. There was requirement for directors to distinguish human resources development exercises which prepare the workers for new jobs and the organization can utilize competency-based educational plan to gauge execution the board. The human resources development projects ought to be adjusted to outfit the representatives with wanted talented which desired skilled them to improve their performance.

Human resource development has developed from the authoritative and administrative beginnings of the human resource elements of the past into a vital accomplice that can have significant ramifications to the exhibition and accomplishment of associations in any industry. Current issues, such as work-life balance and the Developmental Climate, continue to keep the human resource development idea on the forward edge of the conversation concerning successful hierarchical change, and just through its proceeded study will the range and reach of its impact be genuinely known. Every organization is depending upon their human resource to their growth of the organization. Efficient labours are help increase the profit of the company. So, the organization can provide training facilities to their employees. It helps to increase their skills, talent, and knowledge about their job. Efficient workers are complete the work at faster than other workers.

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