
THE CASE STUDY OF HUMAN RESOURCE MANAGEMENT

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Abstract:

The many people HRD is synonymous with organising training courses in the workplace. That is part of HRD, but there are also broader and deeper concerns. This introductory module will describe the key concepts and core processes associated with HRD in work organisations. Many great teachers and authors have tried to define the concept. Some of them are as follow Prof. Michael J. Jucius has defined H.R.M. as “The field of management which has to do with planning, organizing, directing and controlling various operative functions of procuring developing maintaining and utilizing a labour force.

Key words: work organisations , procuring developing maintaining and labour force , Human Resources .

INTRODUCTION:

Human Resources has been and will be the most important of all resources. From the ages, kings and politicians have ruled but only those have succeeded who have tactfully used their available resources. Human resources in generic terms means the total knowledge, skills creative abilities talents, aptitudes, values, attitudes, approaches in a personnel. Generally some resources are developed while some are received through heredity. When these resources are used in a way such that maximum benefit can be taken out of it, then it is called human resource management. It tends to be very good and easy while hearing but on the contrary, it is very important and challenging job.

When we talk about one person it could be easy to practice. However when a group of person is focused, then the job is tough and challenging, it becomes tough and challenging in the sense that, no people are similar in nature, characteristics, abilities, etc. These points in course of the take a shape of likes, distils feelings, emotions, when these shapes are hurtled by words of act, it may result in to conflicted and this leads to need for efficient and effective H. R. M.

H.R.M. is a dynamic term it should deal with different people in different ways, at different situation to carry out different results. In its simple term, HRM is the task of dealing with human relationship moldings and developing the human behavior& attitude towards the job & organizational requirements. The H.R. manager involves himself in administrating a social system. In this process, the manager has to view the satisfaction from three different angles viz. (1) Economic satisfaction for an average livelihood. (2) Social satisfaction of working together as members of different group and (3) Individual job satisfaction of a working are attained.

- HRD and the HRD process
- the three dimensions of HRD cognitive capacity, capability and behaviour
- performance management
- human resource management.

HRD and the HRD Process

In the past the ideas of instruction, preparing and improvement spoke to a division of business related learning (see Figure 1.1). They have since come to be seen as manufactured limits around the assistance, directing and coordination of learning

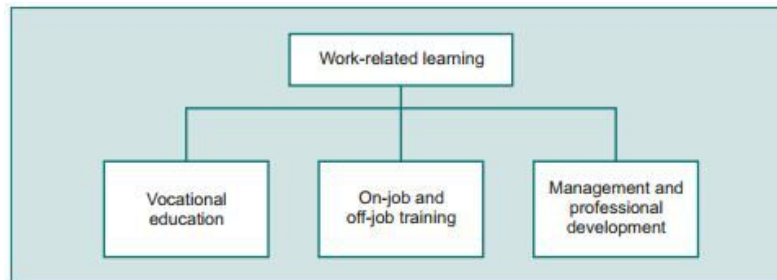


Figure 1.1 Work-related learning in separate boxes

Previously, instruction was separated from preparing. It was characterized as scholastic learning attempted in instructive establishments in the quest for capabilities ahead of time of job. Regardless of the possibility that this learning was connected with livelihood, the members in instruction were dealt with as buyers of collections of information, being taught subjects by expert educators in organizations. The part and advancement of instructive organizations and opportunities in a period of financial and social change is a basic sympathy toward all. Some scholarly training is identified with learning for work, however not every last bit of it. Training, and scholarly adapting, still looks to advance learning forever and in parts of life not associated with work and occupation.

Preparing implied learning attempted for the advancement of aptitudes for work and in work, on-occupation or off-employment, to empower compelling execution in a vocation or part. This was particular from training and advancement. The meanings of preparing were of particular sorts of formal learning gave in the working environment.

At last, advancement was recognized from instruction and preparing additionally seen as a procedure and result connected with both. Improvement was about the change of the entire individual, not only the scholastic or professional bits of information or ability required for work. Improvement happened amid a man's experience and development all through a vocation and lifespan. With regards to work and associations, improvement was normally used to portray preparing for supervisors and experts. Workers must be prepared; supervisors and experts must be produced. Advancement accordingly implied unrivaled and more involved learning. Notwithstanding, now that self-awareness is turning into a fundamental piece of life for all representatives, the idea of advancement is being connected all the more extensively to learning.

The Three Dimensions of HRD

As HRD specialists and directors try to encourage and manage learning and advancement they can draw upon numerous ideas and thoughts. Brain science, financial aspects, frameworks thinking and morals all give methods for contemplating individual, group and hierarchical

learning. It is broadly concurred that compelling execution in work parts requires the advancement and mix of three components: intellectual limits, abilities and fancied practices.

Performance Management

These three measurements of HRD will associate in any individual and hierarchical execution. Encouraging, directing and organizing HRD is then a procedure that requires each of these interrelated parts of execution to be comprehended and managed: what does somebody have to know and have the capacity to do, and what difficulties will be experienced in the genuine social setting where execution is authorized?

Human Resource Management

You will frequently see the term HRD utilized as a part of conjunction with HRM, and now and again synonymously. Be that as it may, the term HRM itself has different undertones and implications. Normally it is utilized to characterize a specific way to deal with the administration of individuals at work, and is stood out from different ways to deal with this, for example, the more ordinary terms staff administration or modern relations. From this point of view HRM is seen as a more managerialist and limited arrangement of exercises, concentrating on representatives as people and playing down the conventional worker relations part, strife and the authenticity of exchange unions.

SCOPE OF HRM

The scope of HRM is indeed very fast. It leads to improvement in the organizational efficiency, work culture, job satisfaction, better understanding and human relationships resulting in cordial industrial relations and better productivity. The management incorporate human resources policy backed by great human values, understanding, concern for the welfare of their people and constant efforts for human development, there is possibility for the organisation people to reciprocate with better behavior self co-ordination, sincerity, achievement, motivation and greater co-operation. To be precise, HRM has great scope to improve organizational climate and efficiency. The vast scope of HRM can be summed up as follows:-

- 1) A cordial worker management relationship would be possible.
- 2) Management would be able to understand their people better.

A situation would be created in the organisation for the employees to enjoy their works and gain substantial job satisfaction

SIGNIFICANCE OF H R M

H.R.M. plays an important role in the process of organizational development. The organizational development is reflected by its employees' co-ordination, discipline, team work and their attitude towards their duty so also the nation development widely rest with the human resources of the country. Imagine a country with scarce natural resource but qualitative human resource and on the other hand a country with abundant natural resources but poor qualitative human resource. We can see a light of progress in the previous one but not in the latter.

Man V/S Machine

Due to globalisation the competition increasing at a faster rate than anyone can imagine, many foreign technologies and technocrats have flooded in to the market. The country that was once a labour intensive has adopted capital intensive production and this has brought a terrific change in the working conditions of man. Man has become fully substitute man and is being replaced by machine. But, on the other hand, man is developing to handle those replacing boxes. Still even a fully automated machine needs human being to switch it on.

Man: A competitive sword

Due to high competition, giant business houses have changed their strategies of cost reduction and marketing strategies to developing core competencies of their. Many companies are trying to enrich their manpower by which build an unwritten image in the market. Eg. South West Airlines, Taj resorts have created their image by their manpower.

Human resource system is a Central sub system

H. R. System in an organisation is not unique sub system, but a principal and central sub system and it operates upon and controls all other sub systems, whatever in the environment affect the organizations like economic, social cultural, legal, political historic competitors, consumers, etc. as a whole also affects the personnel system. The resources system receives input from the organisation in the form of objectives and it results in individual and organizational performance that may be viewed as individual and organizational output. Both the personnel system and the entire organisation operate under the same cultural, economic social, legal political and personnel, the more will be the effective functioning of an organization.

NATURE OF H R M

Resource means a source which can be used when needs. Each and every resource has a last point of finish. But while talking about human resource i.e., human skills, techniques, ideas, aptitudes, it is not going to finish. In every phase of life, man learns new things and makes use of those in hid daily routines. This nature builds a person to develop and change from time to time. And when this change is well utilized by a person to coincide the organizational and individual goal it becomes effective Human Resource Management.

Human resource management can be defined as that part of management process which develops and manages the human elements of enterprise considering the resourcefulness of the organisations own people in terms of total knowledge, skills, creative abilities, talents, aptitudes and potentialities for effectively actuating. Every individual is part of the resource of an organisation. While he or she is a valuable soul. By mismanaging the human resources, a manager skills, not only the invaluable, resourcefulness of his people but the most important souls. Hence every human resource management strategy must be guided by the golden rule “give love and get love”.

CONCLUSION

When these resources are used in a way such that maximum benefit can be taken out of it, then it is called human resource management. In its simple term, HRM is the task of dealing with human relationship moldings and developing the human behavior & attitude towards the job & organizational requirements. The management incorporate human resources policy backed by great human values, understanding, concern for the welfare of their people and constant efforts

for human development, there is possibility for the organisation people to reciprocate with better behavior self co-ordination, sincerity, achievement, motivation and greater co-operation. The organizational development is reflected by its employees co-ordination, discipline, team work and their attitude towards their duty so also the nation development widely rest with the human resources of the country. Imagine a country with scarce natural resource but qualitative human resource and on the other hand a country with abundant natural resources but poor qualitative human resource.

the conclusion that HRD is a fundamental piece of successful business and administration. The uplifting news is that most specialists – however not all – liken interest in HRD with powerful and enhanced individual and authoritative execution. Like HRM for the most part, HRD is continually being called upon to exhibit its importance to the business drivers and to budgetary criteria, particularly among strategists and the gatekeepers of hierarchical funds. The confirmation on these issues is as yet being discussed. Fundamental these worries is the conviction that, despite the fact that HRD is an essential condition for achievement, it is not an adequate condition for compelling execution or achievement.

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