

Lecture notes on Human resource management for BBA hons students by Dr Neha Mathur ma'am

Significance of Human resource development (HRD)

Human resource development is an essential component for growth and economic development. It can occur at both the nationwide level and the firm-wide level.

The need & importance of HRD can be measured from the following points:

- **Growth of organization:** Growth of organization is associated with the development of its workforce. In changing situation HRD must be viewed as the total system interrelated and interacting with other systems at work: production, finance, and marketing.

- **Development of work culture :** The need of HRD is felt as it improves the efficiency of employees, checks monotony at work, better communication, development of mutual cooperation and creativity of all the members comes into limelight.

- **Developing potentialities:** The focus of HRD manager essentially is on enabling people to self-actualize through a systematic approach by which their existing talents are further developed.

- **Growth of employees:** HRD is associated with growth of employees. It helps employees to know their strengths and weaknesses and enable them to improve their performance. The management should provide adequate opportunity for the development of human resource management for the development of their talents so that their development will benefits the organizational growth.

- **Country Develops if The Human Resource is Developed:**

To enhance economic development the state constructs roads, buildings bridges, dams, power houses,

hospitals, etc. to run these units doctors, engineers, scientist, teachers, are required. So if the state invests in a human resource it pays dividend in response.

- **Entrepreneurship Increase:**

Education, clean environment, good health, investment on the human resource, will all have its positive effects. Job opportunities would be created in the country. And even business environment will flourish in the state which creates many job opportunities.

Human Resource Planning

Human resources planning as “a process by which an organization should move

from its current manpower position to its desired manpower position. Through planning management strives to have the right number and right kind of people at the right places at the right time, doing things which result in both the organization and the individual receiving maximum long-run benefit”.

According to Leon C Megginson human resources planning is an integrated approach to performing the planning aspects of the personnel function in order to have a sufficient supply of adequately developed and motivated people to perform the duties and tasks required to meet organizational objectives and satisfy the individual needs and goals of organizational members.

Components of Human Resource Planning comprises:

- Estimating Manpower Requirement
- Workload analysis
- Workforce analysis
- Absenteeism
- Labor turnover
- Recruitment & Selection
- Induction & development
- Personnel Development
- Ensuring quality to products & services
- Overall assessment & performance & fine- tuning