**Human resource development**

Human resource development (HRD) is the framework for helping employees develop their personal and organizational skills, knowledge and abilities.

A set of systematic and planned activities designed by an organization or HR department to provide its members with the necessary skills to meet current and future job demands.

Human resource development is the integrated use of training, organization, and career development efforts to improve individual, group, and organizational effectiveness. HRD develops the key competencies that enable individuals in organizations to perform current and future jobs through planned learning activities. Groups within organizations use HRD to initiate and manage change. Also, HRD ensures a match between individual and organizational needs.

**Relationship between HRM and HRD**

Both are very important concepts of management specifically related with human resources of organization. Human resource management and human resource development can be differentiated on the following grounds:

1. Human resource management aims to improve the efficiency of the employees, whereas HRD aims at the development of the employees as well as organization as a whole.
2. Responsibility of human resource development is given to the personnel/human resource management department and specifically to personnel manager, whereas responsibility of HRD is given to all managers at various levels of the organization.
3. HRM motivates employees by giving them monetary incentives or rewards whereas human resource development stresses on motivating people by satisfying higher-order needs.

**Functions of HRD**

* Training and development
* Organizational development
* Career development

**Training and development**

Training – improving the knowledge, skills and attitudes of employees for the short-term, particular to a specific job or task.

* Employee orientation
* Skills & technical training
* Coaching

Development– Preparing for future responsibilities, while increasing the capacity to perform at a current job

* Management training
* Supervisor development

**Organizational development**

The process of improving an organization’s effectiveness and member’s well-being through the application of behavioral science.

* Focuses on both macro- and micro-levels
* HRD plays the role of a change agent

**Career development**

Ongoing process by which individual’s progress through series of changes until they achieve their personal level of maximum achievement.

* Career planning
* Career management

**Organizational structure of HRD departments**

* Depends on company size and status.
* No single structure used.

**Challenges for HRD**

* Changing workforce demographics
* Competing in global economy
* Eliminating the skills gap
* Need for lifelong learning
* Need for organizational learning

**Benefits of Human Resource Development**

Human resource development s considered as the key to higher productivity, better relations and greater profitability for any organization. Appropriate HRD provides unlimited benefits. Some of the most important are:

* HRD (Human Resource Development) makes people more competent. HRD develops new skills, knowledge and attitudes of the workforce.
* With an appropriate HRD program, people become more committed to their jobs. People are assessed on the basis of their performance by having a acceptable performance appraisal system.
* An environment of trust and respect can be created with the help of human resource development.
* Acceptability toward change can be created with the help of HRD. Employees found themselves better equipped with problem-solving capabilities.
* It improves the all-around growth of the employees. HRD also improves team spirit in the organization.
* It improves employee participation. Workers feel a sense of pride and achievement while performing their jobs.
* It also helps to collect useful and objective data on employee programs and policies which further facilitate better human resource planning.

**A framework for the HRD process**

 HRD efforts should use the following four stages:

* Needs assessment
* Design
* Implementation
* Evaluation

