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## HUMAN RESOURCE CAPACITY DEVELOPMENT

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### ABSTRACT

All the organizations whether they are governmental or non-governmental depends on people i.e. human resource for their operations. People are vital elements in any organization. The importance of human resources can be realized from the fact that in India there is a separate portfolio namely, ministry of human resource development headed by a fully fledged cabinet rank minister. It looks after the all round development of human resources of the country. The human resource development has become the buzzword for many organizations now. Human resource is the most valuable intellectual assets – of any organization. The success or failure, growth and development of any organization depend on human resources. The organization must therefore acquire knowledgeable, skillful, trained, talented and potential resources to attain and accomplish the organizational objectives. All organizations are run and managed by human beings. Human beings are resourceful entities. They are multifaceted, their maximum utilization lead to attainment of organizational goals. The organizations with perfection in human resource management are leading and growing. The new

century has been worked by a generalized sense that traditional work arrangement is inadequate to address the challenges organizations encounter today. The competition is not from within but it is global. Organizations should be prepared for facing global competitions. Human capacity development provides extensive framework for the development of human resources of the organization and creates opportunities to inculcate talent. Hence, human capacity development includes aptitude, knowledge, values, skills, loyalty and commitment, transparency, leadership development. In the present paper an attempt is made to focus on why

*human resource capacity development is essential for well beings of the nation.*

**KEYWORDS:** Capacity, Development, Human resource.

### INTRODUCTION:

Human beings are resourceful entities. Human resource is the most valuable intellectual assets of any organization. Now the human resource capacity development has become the buzzword for many organizations. All organizations are run and managed by human beings. An organization's human resource management strategy should maximize return on investment in the organization's capital and minimize financial risk. Demographics, diversity, skills and qualifications are



three major trends in which an organization operates. Human resource development is a framework for the expansion of human capital within an organization or (in new approaches) a municipality, region or nation. Human resource development is the structure that allows for individual development, potentially satisfying the organization's or the nation's goals. Modern analysis emphasizes that human beings are not "commodities" or "resources" but are creative and social beings in a productive enterprise. Development is becoming more efficient need arises to pay more attention towards poverty reduction, democratic governance, women's empowerment, environment, crisis prevention and capacity improvements for well and balanced development.

#### OBJECTIVES OF THE STUDY:

The main objectives of the present study are

- + To study concept of human resource.
- + To identify key functions of human resource.
- + To indicate framework of human resource capacity development.
- + To trace out areas where development urgently needed.

**Data Base:** The present study is entirely based on secondary sources of data. The secondary data has been assembled through books and websites in order to fulfill objectives of the study.

**Concept of Human Resource:** Human resource is a concept used to describe the individuals who make up the workforce of an organization, although it is also applied in labour economics to, for example, business sectors or even whole nations. Human resource is also the name of the function within an organization charged with the overall responsibility for implementing strategies and policies relating to the management of individuals (i.e. the human resources). Human resource is a relatively modern management term, coined as late as the 1960s. The origins of the function arose in organizations that introduced 'welfare management' practices and also in those that adopted the principles of 'scientific management'. From these terms emerged a largely administrative management activity, coordinating a range of worker related processes and becoming known, in time, as the 'personnel function'. Human resource progressively became the more usual name for this function, in the first instance in the United States as well as multinational or international corporations, reflecting the adoption of a more quantitative as well as strategic approach to workforce management, demanded by corporate management to gain a competitive advantage, utilizing limited skilled and highly skilled workers.

**Key Functions:** Human Resource may set strategies and develop policies, standards, systems and processes that implement these strategies in a whole range of areas. The following are typical of a wide range of organizations:

Maintaining awareness of and compliance with local state and federal labour laws.

- ❖ Recruitment, selection and on boarding (resourcing).
- ❖ Employee record-keeping and confidentiality.
- ❖ Organizational design and development.
- ❖ Change management.
- ❖ Performance, conduct and behaviour management.
- ❖ Industrial and employee relations.
- ❖ Human resources (workforce) analysis and workforce personnel data management.
- ❖ Compensation and employee benefit management.
- ❖ Training and development (learning management).
- ❖ Employee motivation and morale-building (employee retention and loyalty).

Implementation of such policies or standards may be directly managed by the human resource function itself, or the function may indirectly supervise the implementation of such activities by managers, other business functions or via third-party external partner organizations. Applicable legal issues, such as the potential for disparate treatment and disparate impact, are also extremely important to human resource managers.

**Human Capacity Development Framework:** Human resource capacity development is a framework for the expansion of human capital within an organization or (in new approaches) a municipality, region, or nation. Human resource capacity development is a combination of training and education, in a broad context of adequate health and employment policies that ensures the continual improvement and growth of the individual, the organization, and the national human resourcefulness. Adam Smith states, “The capacities of individuals depended on their access to education.” Human resource capacity development is the medium that drives the process between training and learning in a broadly fostering environment. Human resource development is not a defined object, but a series of organized processes, “with a specific learning objective”. Within a national context, it becomes a strategic approach to inter sectors linkages between health, education and employment.

Human resource capacity development is the structure that allows for individual development, potentially satisfying the organizations, or the nation’s goals. Development of the individual benefits the individual, the organization – and the nation and its citizens. In the corporate vision, the human resource development framework views employees as an asset to the enterprise, whose value is enhanced by development. At the organizational level, a successful human resource development programme prepares the individual to undertake a higher level of work, “organized learning over a given period of time, to provide the possibility of performance change” (Nadler 1984). In these settings, human resource capacity development is the framework that focuses on the organization’s competencies at the first stage, training, and then developing the employee, through education, to satisfy the organization’s long-term needs and the individual’s career goals and employee value to their present and future employers. Human resource capacity development can be defined simply as developing the most important section of any business, its human resource, by attaining or upgrading employee skills and attitudes at all levels to maximize enterprise effectiveness. The people within an organization are its human resource. Human resource capacity development from a business perspective is not entirely focused on the individual’s growth and development; development occurs to enhance the organization’s value, not solely for individual improvement.

Modern analysis emphasizes that human beings are not “commodities” or “resources”, but are creative and social beings in a productive enterprise. Another view is that governments should become more aware of their national role in facilitating human resource capacity development across all sectors.

**Trans-national Labour Mobility:** An important controversy regarding labour mobility illustrates the broader philosophical issue with usage of the phrase “Human Resource”. Governments of developing nations often regard developed nations that encourage immigration or “Guest Workers” as appropriating human capital that is more rightfully part of the developing nation and required to further its economic growth. Over time, the United Nations have come to more generally support the developing nation’s point of view, and have requested significant offsetting “foreign aid” contributions so that a developing nation losing human capital does not lose the capacity to continue to train new people in trades, professions, and the arts.

**Ethical Management:** In the very narrow context of corporate “human resources” management, there is a contrasting pull to reflect and require workplace diversity that echoes the diversity of a global customer base. Such programme requires foreign language and culture skills, ingenuity, humor, and careful listening. These indicate a general shift through the human capital point of view to an acknowledgement that human beings contribute more to a productive enterprise than just “work”: they bring their character, ethics, creativity, social connections and, in some cases, pets and children, and alter the character of a workplace. The term corporate culture is used to characterize such processes at the organizational level.

**Where Development Urgently Needed? :** Human growth deals with physical aspect of development. Human development however includes not only human growth but the psychological aspects. The easy way to remember the difference is human growth is getting bigger. Development is becoming more efficient. Development is an effort to provide employees with the abilities the organization will need in future. Importance of developing men can well be highlighted from the following Chinese saying: “If you wish to plan for a year sow seeds, if you wish to plan for ten years plant trees, if you wish to plan for a life-time develop men ” For well and balanced development, there is a need to pay more attention towards the following areas.

**Poverty Reduction:** Economic growth will not reduce poverty, improve equality. Inclusive growth is also essential for the achievement of the various development goals.

**Democratic Governance:** More countries than ever before are working to build democratic governance. Their challenge is to develop institutions and processes that are more responsive to the needs of common citizens, including the poor that promote development.

**Environment and Energy:** The poor are disproportionately affected by environmental degradation and lack of access to clean, affordable energy services. There is a need to sharing best practices, providing innovative policy advice and linking partners through pilot projects.

**Women's Empowerment:** Women's empowerment is not only as human rights – but also a path way to achieving the millennium development goals and sustainable development.

**Crisis Prevention and Recovery:** Disasters and violent conflicts are among the two greatest threats to progress in human development in the 21st century. There is a need to make efforts for crisis prevention and recovery. Longer term development is possible only by preventing crisis.

**HIV / Aids:** For long term development we required to fight strongly against HIV / Aids.

**Capacity Development:** Human resource development is concerned with development of human capacity. Human potential or capacity includes – aptitude, knowledge, values, skills, loyalty and commitment, transparency, leadership development.

## CONCLUSION:

Human resource is vital and proactive elements in any organization. Human resources are multifaceted, their maximum utilization lead to attainment of organizational goals. The organizations with perfection in human resource management are leading and growing. It is necessary to take extra efforts for capacity development of available human resources. Training and development cannot be separated. Employee motivation and morale building is the key function of human resources. Development of the individual benefits the individual, the organization – and the nation and its citizens. Human capacity development however includes not only human growth but the psychological aspects. Inclusive growth is also essential for the achievement of the various – development goals. Longer term development is possible only by preventing crisis. Human resource development concerned with development of human capacity.

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