



ASSESSMENT OF THE HUMAN RESOURCE DEVELOPMENT PRACTICES IN THE PUBLIC AND PRIVATE SECTOR ENERGY FIRMS OF HYDERABAD KARNATAKA REGION

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Abstract

Human resources employees are a fundamental segment to the working of any organization, yet value a backwater status, and are not viewed as essential at all levels. Making sense of how to handle the capacity of individuals, each with their own particular needs, points of view and conclusions, infers that one must manage this resources with due affectability to giving steady stimulation and satisfaction. The objective of the present is to assess the effectiveness of the process of developing the Skills Development Plans and determine the rate of compliance with HRD strategies and policies, the training effectiveness and implementation of skills development plans. The major finding from the paper was that the Staff training, Professional development and Managerial skills are ranked as the key HRD issues in both the private and public sector organization.. This paper in Toto has five sections, including this introductory section. The review of literature is presented in the second section and the methodology followed is given in the third section. The assessments are discussed in fourth section and the conclusion is presented in the last section.

Key Words: *Skills Development Plan, Staff Training, Professional Development and Assessmentof HRD.*

INTRODUCTION

The effective and efficient use of limited resources calls for a skilled and competent workforce, among others. If an organization is to have a skilled and competent workforce, it must have effective Human Resource Development. The quality of a nation's workforce is a crucial determinant of its ability to successfully compete in a global market. Human Resource Management (HRM) underscores a belief that people truly make a significant difference; only people among other resources have the capacity to generate value. Human resources can be sources for sustained competition.

Human resource development practices are the direct investments on employee's human capital through which firms achieve competitive advantage and employees enhance their human capital. Human resources can be sources for sustained competition as long as they meet three basic requirements: they add positive economic benefits to the process of producing goods and services; the skills of the workforce are distinguishable from those of competitors through education and workplace training and such skills are not easily duplicated further remarked that "HRM is either part of the problem or part of the solution in gaining the productive contribution of people". In other words, an HR system the set of interrelated process designed to attract, develop, and maintain human resources can either enhance or destroy this potential competitive advantage. This presents study is a framework through which to assess the effectiveness of HRD and utilization practices in the public sector, i.e., to identify and show internal and external factors affecting HRD and utilization practices, which subsequently influences employee and organizational performance.

LITERATURE REVIEW

HRD has become a widely used term, but conceptions of the term vary widely. The broad notion of HRD, which is a subset of the grand theory of human development, includes not only education and training, but also access to sources of a degree of self-determination (Kelly, 2006; Werner & DeSimone, 2011).

According to Jacobs and Jones (1995), human resource development (HRD) is a continuous process which matches human knowledge and skill with organizational objectives. Charles (2006), argued HRD as the integrated use of training and career development efforts to improve individual and organizational effectiveness. HRD also develops key competencies that enable individuals to perform current jobs and that will allow them to adapt quickly to new challenges and opportunities (Anyim et al., 2011).

HRD/training programs are necessary but not sufficient conditions for an effective HRM. This suggests that HR utilization is an important aspect of HRM. Thus, no discussion of HRD would be complete without considering the role of HR utilization (Hilderbrand & Grindle, 1997; Tessema, Soeters & Abraham, 2005). HR utilization is the extent to which available human resources have been deployed effectively for the maximum achievement of individual, collective, organizational or national goals and objectives.If HRD is to have an impact, organizations should select trainees who are qualified and motivated/willing to undertake a particular training program (Blanchard & Thacker, 2013; Guerrero & Sire, 2001). There must be some criteria for the same or similar basis of which candidates should be selected such as age, educational level,

position level, type of career and responsibilities, past experiences, performance records, etc. so that the entire group will consist of suitably qualified candidates to participate in the same training program (Tessema et al., 2005).

In Meeting HR need, the HRD practices should also focus on career development and post training evaluation should be exercised in order to increase the effectiveness of the program. Moreover, to overcome the challenges of HRD practice there is a need for skilled human and financial resources, to differentiate high and low performers by using performance criteria and providing the necessary technical and interpersonal support to make HRD process more sustainable. (Simachew Amare 2014)

METHODOLOGY

With a view to achieving the objectives set for the study, the researcher has used combination of exploratory and descriptive research. The data used in this chapter are obtained from primary sources. The data are obtained by administering questionnaire to selected 100 employees of the public and private sector Energy Company of Hyderabad Karnataka region. The researcher based on his convenience and judgment has chosen simple random sampling method. For collecting the data Interview method has been used.

ASSESSMENT OF HRD PRACTICES

1. Assessment of the HRD climate in public sector organization

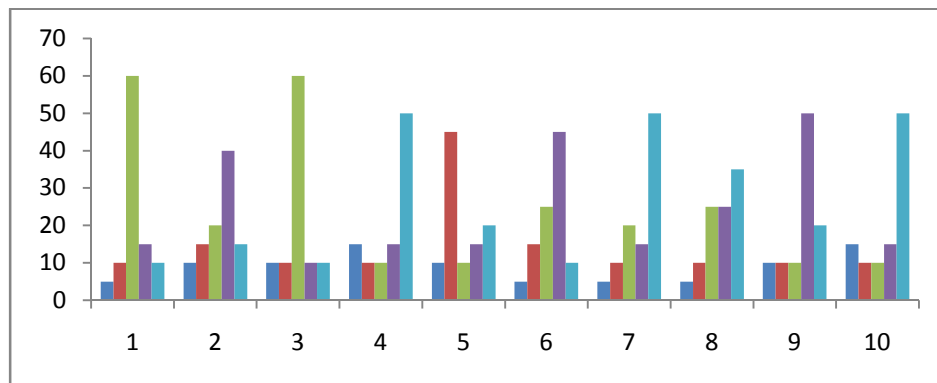


Figure 1.1 Assessment of the HRD climate in public sector organization

Inference: With 3.4 mean score the top management makes sure that the employees enjoy the work with 60% respondents believe that management plays important role in making the work enjoyable With 50% respondent believed that the personnel policies do not facilitates the employee development. With 3.00 mean score the employee are lacking in competencies and are unattended.

2. Assess the effectiveness of training function in public sector organization

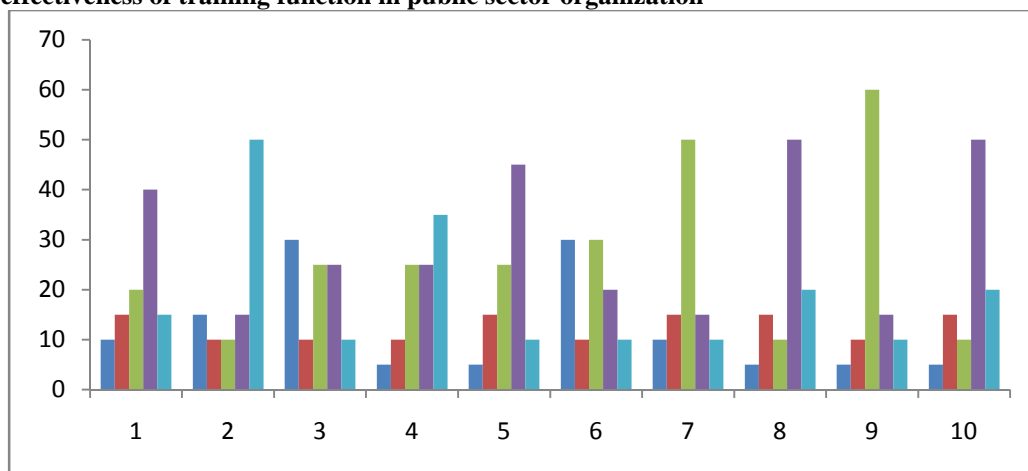
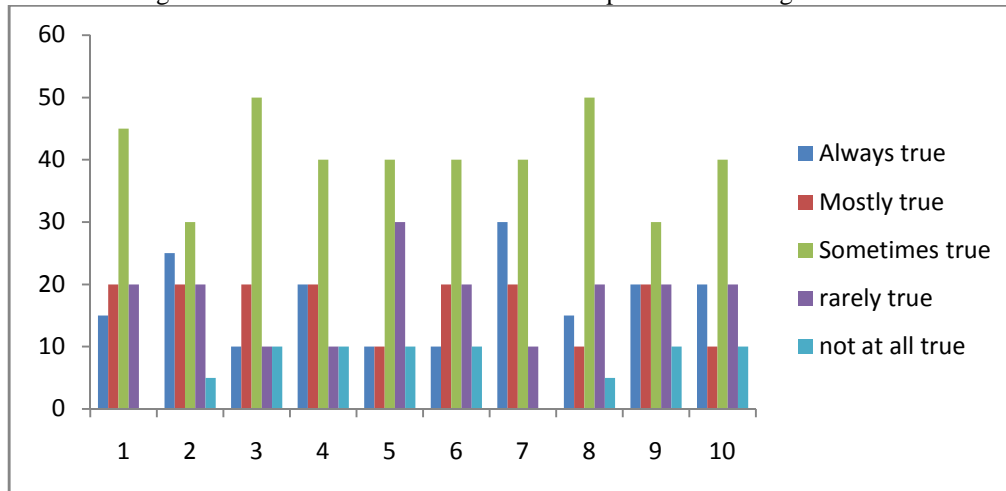


Figure 2 assess the effectiveness of training function in public sector organization

Inference: With 40% employees rarely believe that induction training is more required to be given for the employees. With 3.4 mean score the employee should be given adequate free time to reflect and plan to improve the organization With 50% employees believe that line managers do not provide right climate to implement ideas acquired by their juniors during training

3. Assessment of the HRD climate in private sector organization

Figure 3 Assessment of the HRD climate in private sector organization



With average mean score of 4.6 the top management makes sure that the employees enjoy the work with 65% respondents believe that management plays important role in making the work enjoyable. With 70% respondent believed that the subordinate's development is seen as the important part of job by managers. With 4.00 average mean score the employee are helped in acquiring competencies and are not left unattended

4. Assess the effectiveness of training function in private sector organization

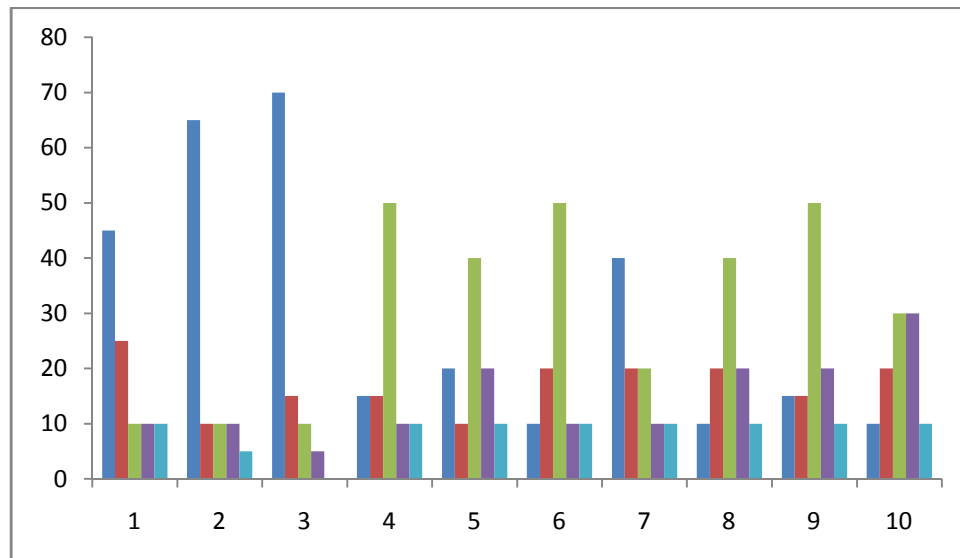


Figure 4 assess the effectiveness of training function in private sector organization

With 3.8 average mean score employees believe that adequate induction training is given for the employees. With 3.2 average mean score the employee should be given adequate free time to reflect and plan to improve the organization With 50% employees believe that line managers do not provide right climate to implement ideas acquired by their juniors during training



CONCLUSION

The findings showed that the employees in the energy sector have had good awareness about HRD concepts since they have good understanding of the components of HRD. Accordingly, they were familiar with training and development, career development, organizational development and performance appraisal which are HRD functions and they were able to relate them with HRD. However, few employees still did not understand these HRD concepts.

As the findings revealed that designing comprehensive strategies, aligning HR with strategic priorities, lack of sufficient budget, lack of technology, accepting modern technological changes, limited emphasis to personal and professional development, promoting positive work environment, lack of positive workforce attitude, inadequate training, attracting and retaining qualified personnel and lack of good merit system were key challenges that hindered the practice of HRD in study areas.

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