



# INTERNATIONAL JOURNAL OF CREATIVE RESEARCH THOUGHTS (IJCRT)

An International Open Access, Peer-reviewed, Refereed Journal

## Human Resource Development And Skill Empowerment In Present Era

Author name: Shradha

### Abstract

Human resources development is an important component for the success of any organization. Human resource management plays a crucial role in the implementation of strategic management in cooperatives. It has, however, not been accorded the importance it deserves in the cooperative institutions. The existing organizational design of most of the cooperatives does not conform to the basic principles of human resources management of a sound institution. The cooperatives are generally headed by a committee of elected members, who are not necessarily professionals. The cooperatives will have to evolve sound personnel policies encompassing proper manpower planning and assessment. It is necessary to evolve scientific staffing norms. Conscious and well specified HRD principles in crucial areas like recruitment, placement, training, career progression, managerial grooming, etc., are lacking in most of the cooperatives. There was no evidence of an objective system involving professional guidance for recruitment in cooperatives in several states. Therefore, it is necessary to study on human resource development in cooperative. This paper attempts to analyze the human resource development in cooperatives. A diagnostic research design (theoretical analysis) is followed in the present study. According to the Society for Human Resource Management (SHRM) 2007, Change Management Survey Report, "the top two obstacles encountered during the major organizational changes are communication breakdown and employee's resistance." India moves towards progressively 'Knowledge Economy'. Skills and knowledge are the important driving forces of economic and social development of any Country. The Eleventh Five Year Plan focused on advancement of skills and these skills have to be relevant to the emerging inclusive economic growth of rural India. A cooperative organization is an autonomous association of persons united voluntarily to meet their common economic, social and cultural needs and aspirations through a jointly-owned and democratically controlled enterprise. Since its inception of the movement, there is need for creating awareness and acceptance of human resource development to achieve the organizational goals and objectives. The cooperatives are considered to be one of the strong instruments to involve the available human resources as well as explore the potentials for employment generation. HRD activities in cooperatives will need to be much more systematically organized with a long range perspective. A highly competent motivated team of employees and office bearers and enlightened and empowered members should be the mission of the HRD policies in cooperatives.

**Keywords:** system, need, goals, perspective, growth.

## Introduction

In a post-COVID-19 environment, where employees have had to adjust how they work, all the HR should shift towards a more human-focused approach. The COVID-19 pandemic has created a particularly challenging environment for human resource management and skill empowerment— with managers having to quickly venture into the “unknown unknowns” as they strive to help their workforce adapt to and cope with radical changes occurring in the work and social environment with skill adaptation. For example, employees who formerly spent all or most of their time working inside their organization’s physical boundaries now have to quickly adjust to remote work environments. Aside from the increased inability to separate work and private life, the closure of schools and child-care services has increased parental demands for employees, further blurring the lines between work and family spheres. The purpose of this paper is to briefly explore the challenges and opportunities that COVID-19 presents to HRM practice and skill development as well as the associated avenues for future research. While the implications of COVID-19 will undoubtedly be far-reaching, we will focus on select topics surrounding employee adjustment and well-being as they navigate the current work environment.

### Research methodology:

This study is an attempt to descriptive research that focused on different aspect of human resource development and skill empowerment. This study will exhibit secondary data by literature review include text, journal, article etc. This study main aim isto promote growth of organisation through skill empowerment.

### Objective of the study

To help the organisation to reach its goal.

To encluate employee needs through development and empowerment.

To ensure sustainable use of employee towards organisation with skill adaptation.

To adaptation of changes according environment.

### Human resource development and skill empowerment

In this section a few relevant studies on theories of human development and skill development have been reviewed.

While Becker (1964) further suggests that education or training raise the productivity of workers by imparting useful knowledge and skills, others provide different explanations for how education is related to worker productivity. One is based on the argument that the higher earnings of educated workers simply reflect their superior ability acquired during the process of education, rather than through skills and knowledge.

As stated by Tapomoy (2006) the greatest resources of the world are the humans, without whom nothing could ever be a resource! Of what value, for instance, would gold or silver or other natural endowments be if there were no men? The Homo sapiens is, indeed, the resource of all resources. The human potential and the need for conscious attempts to develop it are more readily acknowledged today than ever before in many parts of the world. Efforts are afoot today to devise and implement methods of developing human resources. Human resource development has provided the purpose and direction for continued growth of the field: organized learning provides the possibility of performance change.

Employee empowerment, Empowerment is the process of giving employees in the organisation the power, authority, responsibility, resources, freedom to take decisions and solve work related problems. In order to take such initiatives and decisions, they are given adequate authority and resources. The empowered employee becomes “self-directed” and “self-controlled”. Empowerment focuses on employees to make use of their full potential.

## Goals for human resource development and skill empowerment

- organisation growth : Most important assets of any organization is its workforce. Your success will, therefore, be defined by your ability to maintain relations between the company and its workforce at an amicable and productive level.
- Predictive Analytics: A data-driven approach to human resources will enable more powerful policies and interventions to understand and prevent employee turnover and help with the forecasting process
- Virtual HR: Virtual HR refers to a range of options that connect employees directly with HR systems. This reduces the time commitment of HR staff to maintain the integrity of employee information and the need to serve staff directly.
- HR and Social Media: Integrating social technologies into recruitment, development, and engagement is becoming more common. A strong social media presence and strategy helps locate top talent, and online reputation is a must according to a survey by Spherion Staffing.

### Scope of Human resource development and skill empowerment

**Career development:** is a general term used to describe a number of activities aimed at enhancing both individual and organizational performance (Everts, 2001; 13). Career development has been explored extensively in the literature because of its benefits to individuals and the organizations (Banks & Nafukho 2008; 47).

**Organization development:** Organizational development consists of the processes and practices through which an organization engages to employees with its mission. In its broadest sense, organizational development means anything that we do in an organization (i.e. a group of people and resources that form a unit) to promote positive change or growth (John's, 2009; 04).

**Training and development:** Training is the process of learning that is organized and carried out by an organization to equip employees with the knowledge, skills and attitudes required to carry out their jobs and to improve their current job performance. Development can be viewed as the learning process to develop the employee in general and not necessarily related to his current job (Yahaya & other, 2009; 254).

### Programs of Human resource development and skill empowerment

#### ICT Empowerment Training Programme:

This professional training programme was intended to not only increase the number of employable persons for the ICT sector but also to equip the participants with the skills

and knowledge that will enable them to find a job in this sector which offers real career opportunities.

## **Sales and marketing**

This area has been overlooked in Mauritius since it has been exclusively limited to commercial activities. With the growth of new businesses including shopping malls in Mauritius, empowerment programmes could be developed in the marketing area. These could be within the scope of sales, marketing, pricing and customer service- giving trainees the opportunity to become a specialist within this area.

## **Entrepreneurship**

entrepreneurship is the process of exploring the opportunities in the market place and arranging resources required to exploit these opportunities for long term gain. It may be distinguished as an ability to take risk independently to make utmost earnings in the market. It is a creative and innovative skill and adapting response to environment.

All the programmes suggested seek to add value to existing local policies and other initiatives created to provide support for the development of young people and their economic future and skill development.

## **Conclusion**

Human resources have to be groomed to the present requirements by reaping maximum advantage of human potentiality. Thus the prime importance is given to this in contemporary research for diagnostic exercise of applying skill to human resource development. For any meaningful outcome human resource development will have to be aligned with the corporate objectives and strategic planning of the organization. More and more organizations have been applying various inputs to enhance the capacity and capability of human resources for gaining a competitive advantage through skill development.

Skill has a key role to play in developing and augmenting capabilities of human resources. Human resource development is becoming an indispensable component of modern organization; the time is now ripe to think of skill in human resource development as a prime component for human resources development.

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