HUMAN RESOURCE DEVELOPMENT PRACTICES (HRD) WITH PARTICULAR REFERENCE TO SPECIAL LIBRARIES IN TELANGANA STATE

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Abstract:

The study has been undertaken to investigate the Human Resource Development (HRD) and analyses the HRD process in terms of employee's skill development, capacity building, career development and professional development. A total of 15 special libraries and 135 respondents considered for the study. The data was analysed using SPSS software. The study reveals that Human Resource Planning a majority of respondents (63%) agree and strongly agree that their libraries make employee promotional decision, 57% of respondents agree and strongly agree that salary hike decisions based on the appraisal process, 54% respondents agree and strongly agree that their libraries make employee training assessments and on succession planning a majority of respondents 61% agree that their libraries do succession planning based on the appraisal process. 49% respondents agree that their libraries set employee goals based on the appraisal process. majority of respondents i.e. 59% said their libraries are providing very conducive working environment with good physical and infrastructural facilities to employees. A small number of respondents i.e. 27 respondents out of 135 total respondents said employer and employee relations in their libraries are poor. A large majority of respondents i.e. 67% respondents said Job security in their libraries is good. However Human Resource Development plays a crucial role in accessing library resources effectively. Human Resource Development significantly changed the special libraries environment in providing wide range of digital resources to the users and trust worthy information to the end users.

Index Terms:

Human Resources Development, HRD, HRD Process in Libraries, Performance appraisal, special libraries, Recruitment process, HR planning, Employer-Employee relationships, Risk Management

Introduction:

Human Resource Development (HRD) is an integrated method to change the behaviour in the working environment. According to Peter Drucker "the most valuable asset of a 21st century institution will be its knowledge workers and their productivity. The bigger concept of HRD is staff training and staff development. HRD improve the performance of the staff and an organisation. HRD is a set of planned activities systematically to meet the necessary skills to meet current and future job demands. HRD is a process of raising productive potentialities of manpower resources in terms of knowledge, skills and capabilities through appropriate mechanisms such as education & training, counselling, career planning, performance or self-appraisals, awards or rewards etc. among all these, education and training play a vital role in strengthening both academic and professional capabilities of human resource to meet the goals of an organizations. Library and information science education improves required skills professional knowledge to meet the academic and future needs of the libraries to work in a complex environments.

Review of Related Literature:

Onyeneke and Obasi (2023) examined the human resource development (HRD) practices in academic libraries in Nigeria. Study focuses on understanding the various HRD activities and strategies employed in these libraries to enhance the skills and competencies of their staff. It explores areas such as training programs, staff development initiatives, performance appraisal systems, and career advancement opportunities. **Islam and Rahman (2023)** article explores the role of libraries in promoting human resources development (HRD) in Bangladesh. The authors discuss how libraries contribute to HRD by providing access to information and resources that support learning and skill development. **McWhorter (2023)** explores the concept of virtual human resource development (VHRD), focusing on its challenges, and opportunities. The article defines VHRD as the use of technology to deliver training and development programs to employees who are geographically dispersed or work remotely. Overall, the article provides insights into how organizations can effectively leverage VHRD to enhance employee development. **Hafijull Mondal (2020)** The study presents a range of relevant and useful study of human resource management to provide a successful modern service at the library of 21st century **Lt. Rajashekara G.R, Dr. B.S. Biradar (2017**) study explored on librarians and library staffs need to commit themselves to continuous learning, engaging their staff in training and development activities on regular basis and enable them to be more competitive in support of achieving organizational goals in well manner. **Chaudhary Bhikhabhai Chelabhai (2015**) study found that Society for Human Resouce Development professional organisation working on Human Resource Management for the future needs of the libraries.

Objectives of the Study

1. To find out the Different types of Human Resource planning practices in Special Libraries in Telangana State
2. To find out the performance appraisals of Human Resource Development in Special Libraries in Telangana State
3. To find out the training needs of Human Resource Development in Special Libraries in Telangana State
4. To make suggestions to improve the Human Resource Development in Special Libraries in Telangana State

Hypotheses of the study

1. There is no significant difference in Human Resource planning practices in Special Libraries in Telangana State
2. There is no significant difference in performance appraisals of Human Resource Development in Special Libraries in Telangana State
3. There is no need of training programmes in Human Resource Development in Special Libraries in Telangana State.

Methodology:

In the current study survey method of research adopted. A total of 15 special libraries were chosen for the present research. The results and findings were drawn based on the responses from 135 selected sample respondents.

Limitations:

The present survey is restricted to selected 15 special libraries in Telangana state, the findings and conclusions are drawn based on the selected limited sample only. The results and findings can't be generalized to all special libraries within and outside of Telangana state.

Analysis:

The Gender wise distribution of respondents shows 43 respondents out of 135 total respondents are females and 92 respondents are male. The average age of respondents is 43.5 year and in terms of average years of experience of respondents is 9.7 years it is a good sign. A large majority of respondents i.e. 75% are possessing M.Lib.I.Sc degree and 25% of respondents are having as B.Lib.I.Sc as a base qualification.

Table No. 1 Gender Wise Distribution of Respondents

| Gender	No. of Respondents	Percentage
Female	43	31.85
Male	92	68.15
Total	135	100

Responses on Human Resources planning and Practices followed across the selected libraries shows mix responses as moderate number respondents i.e. 40% disagree to strongly disagree that their libraries forecast the manpower requirements in advance and 38% respondents agree to strongly agree that their libraries forecast the human resource requirements in advances. Responses on Libraries spending a larger amount on recruitment process shows a majority of respondents i.e. 42% respondents said their respective libraries spend a large amount to recruit right talent. A large majority of respondents i.e. 56% of respondents agree to strongly agree that their respective libraries allow a large number of employees to participate HR planning. Majority of libraries are following structured and standardized interviews process while recruiting the new resources for the library.

Chi-square test results of Respondents Types Vs. Responses on Human Resources Planning and practices shows that chi-squire value of Staffing practices (6.2131), Employee participation (7.0121), Higher amount spend on recruitment (5.2478) and forecasting the manpower requirements (8.5478) is lower than the table value (9.488) at 0.05 at 4 degrees of freedom at 0.05 level of significance. So accept the null hypothesis and reject alternate hypothesis. Hence Human Resources Development practises adopted across the special libraries are same.

Table No. 2 Responses on Human Resources Planning

Factor	Response					Total
	SD	D	N	A	SA	
Manpower Requirements	21	33	32	19	30	135
Amount Spend	19	21	37	24	34	135
Employee Participation	15	23	27	29	41	135
Staffing Practices	18	23	33	27	34	135

Fig1: Human Resources Planning:

Responses on Human Resources Planning

	SD	D	N	A	SA
■ Staffing Practices	18	23	33	27	34
■ Employee Participation	15	23	27	29	41
■ Amount Spend	19	21	37	24	34
■ Manpower Requirements	21	33	32	19	30
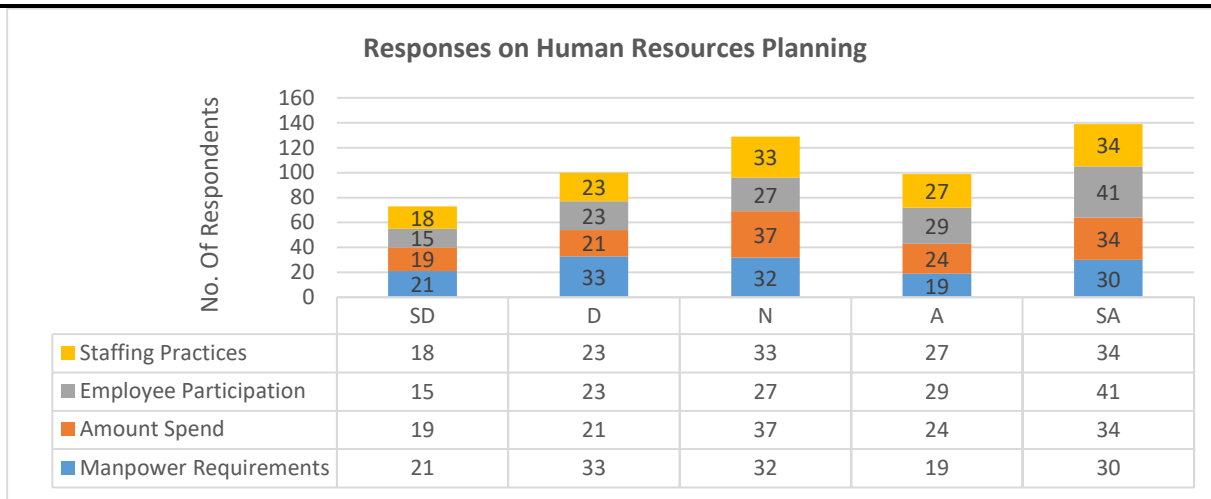
SD: Strongly Disagree | D: Disagree | N: Neutral | A: Agree |SA: Strongly Agree

In terms of staffing practices followed, Libraries are not practicing the selectivity in recruitment process as majority of respondents i.e. 67% respondents disagree to strongly disagree to the fact that their libraries follow selectivity in recruitment. Majority of libraries considering traditional skills, ICT skills and Risk management skills in the candidature while recruiting the new resources. It is a good sign. As majority of respondents i.e. 58% agree that their libraries considers above stated skills in the candidate.

Responses on working condition of special libraries shows, majority of respondents i.e. 59% said their libraries are providing very conducive working environment with good physical and infrastructural facilities to employees. A small number of respondents i.e. 27 respondents out of 135 total respondents said employer and employee relations in their libraries are poor. A large majority of respondents i.e. 67% respondents said Job security in their libraries is good. It is a good sign.

All libraries are following annual appraisal process to assess their employees. Libraries are using appraisal process to assess the employee promotions, salary hikes, Training need assessment, Succession planning and setting up employee goals. A majority of respondents (63%) agree and strongly agree that their libraries make employee promotional decision, 57% of respondents agree and strongly agree that salary hike decisions based on the appraisal process, 54% respondents agree and strongly agree that their libraries make employee training assessments and on succession planning a majority of respondents 61% agree that their libraries do succession planning based on the appraisal process. 49% respondents agree that their libraries set employee goals based on the appraisal process.

Table No. 3 Responses on Appraisal Process Outcomes

Factor	Responses					Total
	SD	D	N	A	SA	
Employee promotional decision	8	11	31	34	51	135
Salary hike	11	19	28	36	41	135
Employee training assessments	15	20	27	40	33	135
Succession planning	9	17	26	47	36	135
Setting up employee goals	18	16	35	35	31	135

SD: Strongly Disagree | D: Disagree | N: Neutral | A: Agree |SA: Strongly Agree

Calculated Chi-square value of libraries using appraisal process to employee promotional decision (4.7894), salary hike decisions (5.7891), employee training requirements (5.7788), succession planning (8.0124) and setting up employee goals (6.4781) is lower than the table value (9.488) at 0.05 at 4 degrees

of freedom at 0.05 level of significance. Hence there is no significant difference in performance appraisals process adopted across the special libraries.

Based on the responses a moderate number of respondents 38% respondents said following are core problems and issues associated with current Human Resources Development practices.

I.   Lack of standard system to encourage the best talent
II.   No active Employee resistance redressal system
III.   No Digital dexterity
IV.   Lack of employee inclusiveness
V.   No dominant open working environment.

Majority of library employees are recording and storing their performance in the frequency of daily, weekly, Monthly etc. so that they can input the same as part of final appraisal process as input.

There is a high demand for training on the Human Resources Development practices amongst the employees, as a majority of respondents i.e. 51% respondents agree that training plays critical role in understanding the HRD process to fulfill the personal goals and organizational goals. Internal classroom instruction and internal on-the-job instruction mostly used training method used by the majority of libraries to train their employees. In terms of type of training programs Job-oriented skills training (excluding technology) and Technology skills training but not user service-related training are most frequent training programs were conducted for the employees.

Findings of the study:

The key finding indicate that most libraries in the present study are following annual appraisal process for various purposes, it includes promotions, salary hike, recognition, training needs assessment and personal goal setting. Libraries offering positive and very supportive work culture with strong employer and employee relations. However, there are some significant problems and challenges are observed in the current HRD process like limited talent recognition systems, insufficient digital literacy, resistance to skill development and hesitation towards organizational change.

Results & Discussions:

To find the Human Resources Development (HRD) practices that are followed across special libraries and the associated problems with current HRD practices, a well-structured questionnaire is designed and responses from various stakeholders were collected. The critical Parameters like Human Resources planning and practices, staffing practices, working condition provided, Performance appraisal process adopted, Problems and issues associated and training and development were considered and analyzed.

Conclusion:

Present study explored the landscape of Human Resources Development (HRD) practices in selected special libraries in Telangana and analyzed their effectiveness in fostering employee skill development, capacity building, career advancement, and professional growth. The findings offer valuable insights and recommendations for future improvements. Libraries are implementing a robust performance appraisal system for various purposes, provide positive work environments, and utilize structured recruitment processes. Employees hold qualifications relevant to their roles, and the majority appreciates job security. The problems and issues associated with current HRD process in selected special libraries of Telangana which includes develop standardized talent recognition systems, prioritize digital literacy training, resistance to change and lack of inclusivity.

Despite of some challenges, special libraries in Telangana demonstrate commitment to HRD practices that contribute to employee development and organizational success. Special libraries need to strengthen these current HRD practices, ensuring a skilled, motivated, and future-proof workforce for these essential knowledge institutions.

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