



Understanding the Socio-Cognitive and Ethically Ingrained Macro Application of HR on Human Beings: A Reinventing Approach Towards Wellbeing and Sustenance of Human Race

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ABSTRACT

Human race is the most creative and blessed creation of the almighty. With strong base of culture, rituals, social system and a well-defined societal structure human being are expected to strengthen principle of live and let live. With rising expectations social pressure and never ending materialistic race it is important that regulating the furious growth of ethically wrong practices has to be controlled to sustain the human race and utilize this in correct form. This requires a correct guidance, knowledge of self and acceptance of others. The present paper focuses on why training and retraining cognitions, social objective and improvising the psychological make-up of each individual is important that will actually build up the talent base of the country and will save humanity. Thus, applying HR practice to a macro perspective of human race becomes important.

KEYWORDS : Ethics, cognitive ability, humanity, sustenance of human race

Introduction

We proudly accept and boast our existence and living as human being, one of the most beautiful, creative, originator and initiator of new developments, ideas and its applications which ensures a successful living of not only self but for all other races.

As human being and intellectual creation of almighty the purpose and contribution which this and only this race can do is promoting and implementing living and creating conditions for others to live amicably thus fulfilling the broader aspect of "being human" can be attained.

It is important to note that the broader perspective and goal of every human being is remaining contented and safe in the area of functioning and practice which involves interaction with others, dependency on others (based on division of labour and specialization principles), meetings self and facilitating on other's goal accomplishment, creating innovative concepts or applying that creativity in a practical way and thus also sustaining our self-esteem needs.

In this whole journey the bigger goal is which down the line as we grow of our mental maturity, age, experience, position and seniority in organization realize that conscientiousness and a selfless growth primary drives ultimate satisfaction.

Understanding why a socio-cognitive ethically intertwined approach towards human resource in different individual is necessary

Today's biggest challenge for any human being irrespective of age, occupation, gender, aspiration and family background is managing self well and remaining happy. It is supported by different researches and a complete branch of behavioural sciences that as individual as a single entity we have in ourselves so many multiple forms and lives that we live in a single life, so many voices that from childhood direct us to think, behave and act in peculiar ways, whether in form of our parents, teachers, religious teachers, society, workplace, diversity of different people with whom we work in different relationship at different capacities. In this crowd of voices and multiple directions that we get from beginning we start losing our true self and start believing in perceived or desired self. This all when practiced (rather when made to practice) for long time results into overshadowing our real self from ourselves and even deteriorating our hidden potential, inner voice and immense energy that is hidden in us.

Whether in organization (professional) scenario or whether in any personal relationship this individual self-matters a lot since it decides the way we think about our relationship and whatever we do to maintain and sustain it in the most positive way creating happiness and joy amongst, the success and future or outcome of any relation of resulting performance depends on our true self, an inwardly driven positive thought process, a positive intent towards surroundings, family, society and a sense of ownership and citizenship towards the tangible and intangibles on which we are dependent (like environment, nature etc).

From time to time different researches, philanthropies, principles, theories in the field of behavioural sciences, organization behaviour the thought process behind this has been creating a matured and committed, balanced and positively driven mind-set which is aligned by values and system and believes in development of all and creating such a balanced personality which has high accommodative, accepting and a constructive way of looking towards life.

Thus, it can be inferred that human species as a race is most prominent, adopting an ethical and committed approach towards life and relationship both internally and externally is important and principles of being humane to supporting the same is most important. We are one race which has been blessed by wonderful evolution, culture, origin supported by so many guidelines in form of scriptures, holy books which tell the way to serve humanity as the best mode of serving God and of this birth.

With such a blessed environment it is very agonizing to hear come across facts which is slowly deteriorating and eating away our human race is a short term and materialistic attitude towards self, others and society. Last so many decades the rate at which crime, insecurity, inhumanity, unethical behaviour causing harm to others has made higher chances of life on this planet difficult.

It is known by different facts from different print media like such activities have arose a lot, cybercrimes have increased up to 2,400 times last 10 years. Rising corruption cases, different stalking with reference to harassment, assault, robbery, kidnapping, murder and other unethical practices have no end.

There are many other umpteen wrong practices which make us feel dreary whenever we come across and they set a fear in the minds and thus affecting our thoughts, behaviour and overall outcome. On the other hand, we have positive developmental news which boosts our confidence and a positive attitude for e.g different developments happening in country like Digital India, Good Governance, cleanliness etc. It is thus easy to say that whether positive or destructive it is the trained, committed attitude matched with expert knowledge and an intention to do something selflessly that creates such immense positive developments.

Thus building an ethically ingrained, constructive outlook which facilitates appropriate right cognitions and thus minimum dissonance and thus an appropriate outcome. This makes us understand that the theories of guiding behaviour, developing correct perception, attitude, learning and thus resulting holistic personality becomes easier.

To get a wider perspective and to create a sound talent pool and reservoir at country or global level it is important that each individual should be aware, conscious and has to clear with purpose of life, know the real self and thus modulate behaviour in a way that will benefit most.

The ultimate outcome behind any wrong deed whether done to a single or group of people (like in terrorism) yields nothing. It is only result of dissonant behaviour, incorrectly formed belief system and a wrong nurtured and rewarded selfish intention which as per learning theories are so many times repeated that such victim becomes conditioned to such practices because they get disconnected to the broader objectives of life and self.

As a country of society we are larger organization where the common objective is to strengthen enhanced satisfaction, safety and well-being of everyone, this requires rightly designed system, assessment, training and arousing the real self that will help individual to focus on self, drop and leave the wrong set beliefs, make them conscious about reality and above all arousing a self-directed behaviour an ability to judge what is right or wrong.

Essentials to develop and strengthen HR perspective at individual level

Accepted the fact that human race is most crucial and creative right from our educational institutions to workplaces a common culture that promotes selflessness, knowing self, training each individual on at least one skill, building morals and proving the same by exemplary behaviour by elders and role models, effective counselling and a transparent relationship with parents, teachers and in the journey not trying to pour our thought process, expectation in our children rather recognizing their skill, interest, ability and intellect guiding them to develop in that field is important. This has to be practiced at every level, at family, school, higher education, career, societal and individual level.

We need to introspect and assess ourselves and become our own mirrors and thus correct consistently and keep own adding skill, knowledge which benefits all. It is important to develop a rational decision making approach and start thinking and looking things and action at a broader sense. Thus, all of us as individual need to serve as HR managers to manage self and consistently procure the best of KSA, assess our social, cognitive, psychological thought process so as to be attuned and serve in best.

Conclusion

Thus, based on above it can be understood that guiding individual behaviour, self-consciousness, converting this large human capital into a conscious talented and trained workforce and human beings with high integrity is important. We need to work on our motives, intent and behaviour thus reflecting an integrity based approach and outcome.

References

1. Self written