



Strategy Human Resource Development in Organizational

KEYWORDS

strategy, human resource, employees, productivity, growth

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ABSTRACT

Strategic human resource management is changing business condition and changes in organizational structure have compelled human resource development function to increasingly layer their perspectives on its role and function. For organizational effectiveness, human resource development must become strategic tool for achieving business goal which can work well in teams. Human resource development requires manager to be proactive, focusing on employees as investments for organization. One of the strategic contributions of human resource development programs involve more than training and may focus on competence, gender and role. They require constant accurate counseling and personal challenge it's also involves socialization of employees to fit the culture requirements of the organization in which personal and organizational learning is central to the future growth and development of organization.

Introduction

The word 'strategy' in human resource management incorporates organizational development, HRD and strategic management. In a limited sense, strategic human resource development is contribution of human resource development to strategic management with a distinctive focus on strategic change management of the organizations. It's based so on the supposition that development of human resource must be treated by organizations. There is sample research experience are support that human resource development is linked to business strategy and firm performance. Its focuses on improving the competitive position of an organization's products and service within the specific industry or market segment that the organizational serves. A central tenet of strategic HRD is the promotional of humanistic values. Managing change today is fundamentally concerned with organizational design in order to anticipate customer needs. Organizational design involves integrating human operations, organizational structure and system to deliver product and services in an effective and economic manner as well as product and service from that provided by competitors.

Strategic human resource development

It has assumed importance to emergence of a new business environment and new human environment and the need to assimilate them for organizational excellence and success to getting profit

New business environment

- Globalization
- Virtualization-and internet world
- Added value driven
- War for talents
- Change management

New human environment

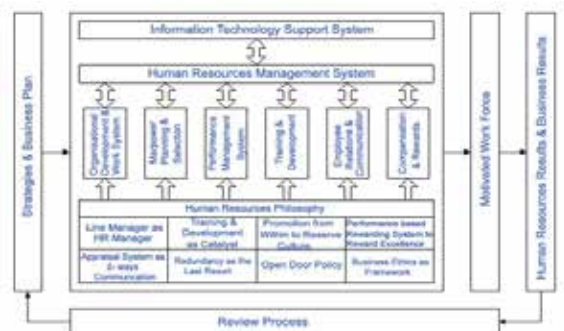
- Uncertainty about future
- Permanent change, pressure, stress, etc
- Need of continuous learning
- Huge opportunities for personal success

Resourcing is about providing the skills has needed by or-

ganization. Human resource development is about enhancing and widening these skills by training by help to grow within the organization, and by enabling them to make better use their skills ability

Learning is the process of possessing knowledge of something is one thing but applying the learning is not yet another; thus learning has limited value unless it is put into practice

Business strategy and human resource development

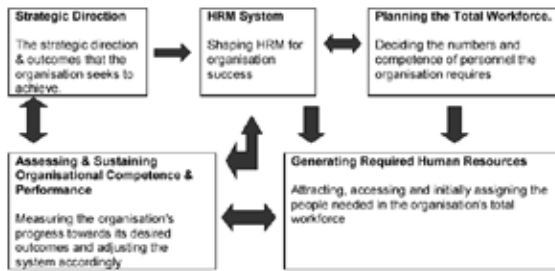


The close relationship between the organizational business strategy and human resource development is crucial for business success and sustainability of the organization. Human resource development strategy entails developing a match between certain strategic or organizational systems and processes should be consistent with its strategy. This is because HRD policies and practices, employee behaviour, which in turn impacts the outcomes, therefore, it must vary systematically with the business strategy of the organization. They are increasingly realizing that the success of their long-term planning and strategic approaches rests on motivation, commitment, flexibility, involvement, and competencies of their human resources to remain competitive in a constantly changing environment.

Designing strategic HRD strategy

Assessing current situation of concern and gathering the data and identify the driving forces and generating the alternative scenarios and assessing the implications for en-

environment and implication for the organization to defining strategy and plans and implantation and monitoring.



Characteristics of strategic human resource development

1. Focus on business strategy: HRD considers the development of human resource as strategic advantage. internal developments from individuals and team influence greatly the achievements of objectives of the organizational then market trends.

2. Devolved responsibility of line manager: line manger is required to facilitate change by developing individuals and teams. This requires the development of key skills and competencies and ability to be driven by values and ethical responsibility.

3. Work based organizational learning: In an entirely stable world, learning would not be needed much. however, in a changing world, learning at individual and organizational levels is essential for sustaining by change.

Objectives of strategic human resource management:

- Main objective of strategic hrd is capacity for knowledge creations
- To facilitate culture change and build knowledge based on productive learning culture
- It will enhance the value of human and social system
- To help to develop managerial and leadership capability that will aid process of strategizing, organizing and human resource development especially in newer organizational forms
- To promote skills and competencies development for greater productivity and sustainable employability

Conclusion:

Strategic human resource development instruments and mechanisms as discussed above ,will increase the employee satisfaction as employee are focused on their priorities and critical success factor. Positive customer experience can only happen when processes and employees work in harmony. A satisfied employee will deal with the customer and help in increasing customer satisfaction because of the harmony between employee's roles and organizational strategic goals. The productivity, and quality goes up and customers and delighted. This will results in improved business performance of the organization.

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