HRD

The Vision of Human Resource Development

1. The HRD function must find a place in corporate mission
        statement and organizational culture.
2. The HRD function is perceived as an internal commitment to
      management.
3. The HRD function is perceived as ' part of the business' of
      the organisation.
4. The HRD function is committed to strategic planning,
      organsational change, and organisational goals.
5. The HRD function has the ability to diagnose problems and
       anticipate needs of human resource development.
6. The HRD function is strongly committed to facilitating ful-
      filment of objectives of line and staff Departments.
7. The members of the HRD Staff should develop themselves as
       experts.

Steps to Gain Top Management Support

**The Organization recognizes the business importance of
HRD by:**
   1. Developing a corporate plan for HRD activities that is
      monitored by top management;
   2. Allowing HRD staff to participate in operations and budget
      planning .

3. Using an investment/benefit model to assess the results of HRD and providing resources for evaluating HRD programmes;
4. Holding all managers accountable for the training,education, and development of their subordinates.

The Organization shows that it values HRD efforts by:
1. Considering HRD critical to developing and sustaining workforce competencies;
2. Demonstrating through written and verbal communication an understanding and acceptance of HRD terminology.
3. Funding and staffing the HRD department at levels that reflect its importance .
4. Offering the HRD director the compensation and rank appropriate to the position's level of responsibility.
5. Placing high-quality professionals in HRD positions and considering those positions as career enhancing.
6. Making HRD staff eligible for rewards and recognition.
7. Using HRD activities to link the cultural segments of the organisation.

The organisation communicates with the HRD Staff by:
1. Seeking HRD solutions to organisational and individual performance problems;
2. Continuing to interact with HRD staff beyond strategic or budget planning;
3. Allowing HRD staff access to senior management and to the organisation's informal leaders.

Problems of HRD and Challenges For Future

1. Organizational environment is not generally conducive to the application of the knowledge gained by the trainees in the training programmes.
2. The training needs are not properly identified.
3. Considerable number of training packages and video cassettes developed in advanced countries are not of much use to trainees due to language and cultural differences.
4. The main stress is on lecture method. the use of audio visual aids, case studies, group work and project work is rather limited.
5. Training profession is not honored and career progression is not lucrative. As such , really dedicated and competent persons are reluctant to join the training/HRD department.
6. The internal faculty members on various subjects do not get interested, within the organisation a.c; financial and other incentives are inadequate.
7. The external faculty is also inadequate and generally lack expertness and competence.
8. There are inadequate number of advanced training institutions to cater to various industrial undertakings.
9. Many organistaion are not HRD conscious and do not make available adequate resources and funds for HRD activities.
10. The emphasis is on more on-the-job training rather than on the develop merit of employees" to assume higher responsibility or meet the challenges of change InTechnology /environment.
11. Lack of expertise in the line supervisors and engineers for imparting proper on-the-job training to their subordinates.

12. Rate of technology change and advancement in the world is much faster than the rate of technology transfer and understanding among the developing countries as the gapis growing.
13. Lack of interest in the line supervisors managers to develop their subordinates as this factor has almost no weight age
14. Lack of interest in organisation's Managers to develop expertise in the training methodology in HRD staff.
15. The educational systems on the nation all regional level lags behind the requirements of the industry ..

--------------------------x--------------------------------------