

WHAT IS HUMAN RESOURCE DEVELOPMENT?

Human Resource Development (HRD) is a practice that combines training, organization development, and career development efforts to encourage improvement of individual, group, and organizational performance. Its purpose is to enhance employee performance/productivity, which leads to employee and customer satisfaction and an increase in the profitability of the organization. HRD is comprised of four basic sections: Personal Development, Professional Development, Performance Administration or Management, and Organization Development.

PERSONAL DEVELOPMENT

Personal development can be defined as the development of new knowledge, skills, and attitudes (KSAs) that enhance one's current job performance. The attainment of these new KSAs may be the result of formal and informal learning events, but most often informal, on-the-job, embedded learning is responsible. Personal development is a short-term path to enhancing performance, which results in a lower level of organizational enhancement.



PROFESSIONAL DEVELOPMENT



Professional development places its focus on the identification of individual interests, values, and abilities needed to develop KSAs for future employment. Professional development can include both personal and organizational endeavors, is more long-term than personal development, and can have more of an impact on organizational efficiency because employees can take advantage of ongoing development opportunities.

PERFORMANCE ADMINISTRATION OR MANAGEMENT

Performance administration or performance management is an approach used to improve organizational performance. Its goal is to assure that the right individuals have the KSAs that support their jobs both effectively and efficiently, is used to analyze gaps in performance within the organization as a whole and identify interventions effective in bringing about the desired performance, and is often used to bring about short-term return on investment (ROI) needed by organizational leaders to demonstrate their personal leadership success.



ORGANIZATION DEVELOPMENT

Organization Development can be defined as recognizing, creating, and implementing a solution to an organization's weaknesses in performance through team effort. The desired result is a shared enthusiastic attitude toward accomplishing new and existing circumstances or events. The weaknesses, once identified, should be subjected to a company meeting to solicit ideas for its elimination/improvement. Organization development provides the highest level of organizational efficiency. It requires a more comprehensive performance analysis to identify difficulties and other factors affecting results.



HRD IS THE INTEGRATED USE OF TRAINING, ORGANIZATION DEVELOPMENT AND CAREER DEVELOPMENT EFFORTS TO IMPROVE INDIVIDUAL, GROUPS AND ORGANIZATION EFFECTIVENESS. HRD HELPS TO DEVELOP KEY COMPETITIVENESS THAT ENABLES INDIVIDUALS IN ORGANIZATIONS TO PERFORM CURRENT AND FUTURE JOBS THROUGH PLANNED LEARNING ACTIVITIES. HRD ALSO HELPS TO MANAGE VARIOUS WORK GROUPS WITHIN ORGANIZATION, MOTIVATION ISSUES AND MANAGE CHANGES IN THE ORGANIZATION. HRD ENSURES AN ALIGNMENT BETWEEN AN INDIVIDUAL AND THE ORGANIZATION'S NEEDS.