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## Importance and Principles of Human Resource Development: An Analytical Study

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### **Abstract**

*Human resource development improves the work life of the workers and provides them with the right communication, right work directions, and the creativity of all the workers comes out completely. Due to which the development of personnel is collective and they are able to recognize their shortcomings and strengths, consequently the performance of both the personnel and the organization increases. Human resource development can be useful in many ways in any organization and nation. The present paper tries to analyse the importance and principles of human resource development.*

**Key-words:** *Human resource development; Importance; Approaches; Neglected area; Principles.*

### **Introduction**

The aim of human resource development is to make good use of human labour including manpower development. Manpower refers to all types of organized and unorganized workers, employers and supervisors, managers and employees. This word is very close to labour. All persons who are engaged in work or are capable of doing work but not yet employed, are called human resources. Human resource development planning means a program in which the attainment development, maintenance and utilization of the institution employees by the employer is possible. The evaluation of human resources, its forecast and the search for sources of achievement, etc. is also the subject of human resource development. Just as the objective of economic organizing makes productive use of resources, similarly human resource development objective is judicious use of manpower.



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Today the meaning of human resource development is becoming widespread. Human resource development is a method in which planned actions are taken with a view to providing work for all sections and people working at all levels and making full use of their power.

Human resource development is a new concept that is used on two levels of Micro and Macro where at the first level it is meant to develop personnel and managers in an organization to enhance both quality and production. . There at the second level it means the complete development of the entire population of a nation.

According to P. Subba Rao and T. N. Chabbra the importance of human resource development can be studied under the following headings.

1. Prepares personnel to face the imperatives and challenges of work in the present and changed future.
2. Protects personnel from being unsuitable and unwanted for organization and work.
3. Develops creative abilities and talent in personnel.
4. Prepares personnel for high level acts.
5. Provides basic talent and knowledge of human resource development to newly appointed personnel.
6. Develops competence in personnel for the next higher position.
7. Provides overall quality management support.
8. To develop personal and collective morale and a sense of responsibility, collaborative approach and establishing good interpersonal relationships.
9. It helps in the integrated development of personnel.
10. It helps the personnel to identify their shortcomings and strengths, which improves the performance of both the personnel and the organization.
11. It creates an environment in the organization where mutuality, trust, cooperation, openness flourish. Through which the workers get opportunities where they can use their talent openly.
12. It provides valid facts about personnel functions like training, placement, selection, promotion etc.



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13. It lays emphasis on information and guidance by high officials to subordinate employees so that their performance can be improved.
  14. It also leads to organizational effectiveness.
  15. To provide facilities inside and outside the organization to expand the views of senior managers.
  16. Assurance for the correct and effective work of the organization.
  17. Creating a detailed framework for human resource development.
  18. Enhancing the capabilities of the organization.
  19. Creating an environment for personal and organizational purposes and enabling personnel to identify, develop and use their talents.
  20. Human self-reliance, flexibility and discipline, acceptance of challenge, tolerance, etc. Supplying the emotions of the personnel is definitely an important subject for human resource development personnel and organization.

In short, it can be said that in today's competition and challenging times, no organization can maintain its development and existence without the development of its personnel. Although personnel policies are helpful in maintaining the morale and encouragement of personnel, but these efforts alone cannot be enough to make an organization move and reach a higher level. Personnel ability should be constantly sharpened and used continuously for which human resource development activities and programs are necessary that improve the work life of the personnel and provide them with the right communication, right work directions to overcome the dullness consequently. The creativity of all personnel comes out completely. Due to which the development of personnel is collective and they are able to recognize their shortcomings and strengths, consequently the performance of both the personnel and the organization increases. Human resource development can be useful in many ways in any organization and nation.

### **Importance of human resources in India**

Human development is given the highest position in many types of governance and administrative systems. The philosophy, thinking and effort of modern public welfare states is completely dedicated to human resource development because it is futile to imagine the

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development of a state or the existence of a government without all-round development of human beings. As mentioned on earlier pages, the concept of human resource development is practiced in two levels.

1. Human resource development at community level
2. Human Resource Development at the organizational level

As far as the development of human resources at the communal level is concerned, it includes ensuring all the basic necessities of life including medical, health, family welfare, education, housing, employment, pure drinking water, transport, equity, justice, human rights, security. Human resource development is the basic objective of modern public administration which is functioning as an administrative state. Services provided in the form of social welfare which are related to the elderly, women, children, helpless, disabled, poor, labourers, backward classes and other discriminated persons, will have a direct impact on the HR index of any society. Gender sensitivity efforts made in recent years to end gender-based discrimination are also counted among the basic underpinnings of human resource development. The first Human Development Report of India, on the lines of the Human Development Report of the United Nations Development Program, was released by the Planning Commission on April 23, 2002, which can be said to be an important document of Indian democracy, on the basis of that the states plan Size can be determined. According to the report, there has been a better improvement in the overall Human Development Index in the ten years of liberalization in the country (1991–2001). During the year 1983-93, there was a 2.6 percent annual growth rate in the Human Development Index while the rate was more than 3 percent in the period from 1993.94 to 2000.01. In the two decades from 1981 to 2001, Kerala (First), Punjab (Second), Haryana (Fifth), West Bengal (Eighth) and Bihar fifteenth) did not differ in place, while Tamil Nadu was seventh and Rajasthan twelfth. Coming from ninth place has improved its position. The state of Assam has fallen the most, whose position has slipped from tenth position to fourteenth position.

1. Development of society is impossible without the welfare of the individual.
  2. Although increasing population hinders human development, it is also true that population control is not possible without human development.
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3. The unity, harmony and progress of any society and nation depends mainly on human development.
  4. The basis of complete economic, technical, political and geographical development is strengthened only when human development has taken place.
  5. Human resources working in all major areas including administrative machinery, politics, industry, defense and justice is the same which is available in the society, so before human resource development at organizational level it is necessary that human development has been done at community level so that Organizational level to ensure the attainment of best personnel.

Human resource development at the organizational level refers to the development of personnel working in private or government departments, undertakings or offices, which are also broadly considered synonymous with "personnel administration". It is clear that the organization includes recruitment, post classification, training, salary, allowances, promotion, posting, transfer, award, stipend development performance appraisal, and code of conduct, disciplinary action, incidental benefits, retirement and other personnel welfare efforts. India has not yet taken human resource development seriously. The result of this is that public servants working in government machinery are neither dedicated nor committed to work, nor are they neither efficient nor sensitive to their obligations to the organization and the nation. With the objectives of the organization, it is an important requirement to make the personnel sensitive and reliable, but the gap between authority and lower staff is very deep and wide. The sense of trust and dedication is not being reflected at any level; along with the huge disparity in minimum and maximum pay scales, as well as many other types of discrimination also affect the functioning of low-level personnel. For example, if a higher official of a regional office in a rural area gets a dearness allowance of Rs 150 per day for traveling to Delhi, then the clerk of the same office gets Rs 60 for a trip to Delhi, naturally causing frustration and frustration. The question arises that does the lower incumbent feel less hungry or should he eat only low quality food? This type of discriminatory policies at the organizational level cannot develop human resources

In many services, there is no clear policy for in-service training, so promotion in some services is not encouraging. In this type of environment, the working class is surrounded by

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despair. In general, there are also complaints in India that central government personnel enjoy more service facilities than state government personnel. For the development of human resources, not only the physical, social, economic and political perspective, but also the mental aspect should be analyzed seriously. In fact, the relationship of the public servants working in Indian administration with the government machinery or national resources has not been established, so neither the commitment of the public servant nor the passion of the national love is visible. There is not enough opportunity for career development in public services, so it can be said that public administration has not done as much meaningful efforts towards human resource development as it appears in reputed private undertakings.

1. It helps in achieving the goals and objectives of the organization.
2. The end result of human resource development comes in the form of personnel satisfaction and efficient performance.
3. The state can prove itself to be the best employer.
4. When adequate opportunities for human resource development and practical policies emerge, qualified and skilled personnel get the organization.
5. It increases the image, reputation and social utility of the organization.
6. The environment of discipline and development flourish within the organization.
7. Motivational and morale aspects of personnel are strengthened.
8. Personnel have the ability to successfully cope with new and emergent situations.
9. Human resource development in public administration has a direct impact on national development.

### **Integrated Approach to Human Resource Development**

The development journey of human civilization and culture is the result of man's superior anatomy and his intellectual tact. That is why in modern management sciences it is said that for efficient use of resources like capital, materials, technology and processes etc., it is necessary to have high level of skill and commitment of the personnel working in the organization. Although the concept of human resource development (HRD) is not new among the developed nations of the world, yet the concept of human resource development in India seems to be limited, narrow

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and relatively new even today. If we look carefully, we find that our Constitution The Directive Principles of Policy are steeped in the concept of human resource development.

Human resource development refers to the process and concept that considers a human being as a resource and emphasizes the need to upgrade and enhance its entire aspects so that the level of work-results can also be high. Kautilya, a pioneer among the ancient Indian political and administrative thinkers, wrote in his world-famous book 'Arthashastra' that it is futile to imagine the rise of the state without the welfare and development of the servants working under the king. Therefore, it can be said that excellent personnel can bring the best organization to the abyss while the best can also upgrade the best organization. This is the reason that many types of policies and rules are being formulated in modern administration systems for the development of human resources ie personnel.

### **Narrow approach**

Very few integrated efforts have been made in the last two-three decades towards human resource development in India. These efforts have been reflected mainly in the private sector, in leading establishments, public sector undertakings and certain government departments. The irony is that even today, human resource development in India is interpreted as the personnel development of staff officers working in private or government organizations, while the labour force of crores of citizens of the country is completely forgotten. India's current 104 million populations is one-sixth of the total population of the world, while in terms of production and development, our place is below hundredth place. In fact, complete coordination between natural, biological, mechanical and human resources available in India cannot be established. Other natural resources (land, animals, and minerals) are not being exploited properly; on the other hand 40 million people are suffering from unemployment. According to non-government sources, 62.2 percent of the people in the country are employed in agriculture, 17.2 percent in industrial sector and 20.6 percent in service sector. It is clear that even today, the basis of India's economy is agriculture, while policies for the development of farmers are ineffective. There are about 2.5 crore government servants in India, including a total of 36 lakh central public servants, 14 lakh soldiers and public servants of state governments, while more than 13 crore people earn

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income from agriculture sector and 70 lakh from their own funds and 15 crore. Individuals feed on wages. Former Prime Minister Rajiv Gandhi showed the greatest interest to implement human resource development in the government service sector in India. In this order, the Ministry of Human Resource Development was established in September 1985, under which the Departments of Education, Culture, Sports and Women and Child Development were placed while the Ministry of Personnel, Public Grievances and Pensions was created separately. In fact, the concept of human resources is not related to any one department or ministry, but rather all organizations come under its purview, but it is an important fact that culture, health, sports and education are of paramount importance in human resource development whereas at present HRD units are only executing traditional organizational development processes such as surveying, objective setting, task evaluation, training, motivation, communication and modifying the methodology at the organizational level. How much bureaucratic functioning of about 2.5 crore public servants working under the central and state governments is contributing to national development can be a matter of controversy. But it is a harsh truth that the personnel in India are not as committed to national development as they are aware and ready to improve their salary and service conditions. Due to lack of uniform personnel policy in the government machinery, there is dissatisfaction among the workers.

Developing personnel coming in government or private services organizations seems a bit impractical in India because most of the people here do not get the business or work of their choice, but take the employment that they can find to feed. It is clear that in such a situation, the personnel is not able to combine his will power and goals with the interests of the organization, but rather spends his life. On the other hand, if a person is repeatedly trained under the Human Resource Development Scheme, then there is no benefit. For example, state governments, central government and foreign agencies have been giving continuous in-service training to health workers for the past decade, while the level of health services is not getting high. The reason is clear that there is no electricity, no water, nor villages and roadways are available in the rural health sub-centers. In such a way, how can the female health workers show renunciation in the village? Therefore, it is useless to imagine human resource development in the organization

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unless there is integration of overall social programs, policies for economic development and employment. Similarly, due to lack of strict provisions related to the nature of service or work of personnel, the development process of an organizational human being is blocked. In other words, as long as teachers, study, contemplation, writing and research and daily exercise is not compulsory for police personnel, there will be no efficiency in the organizations. There is no clean drinking water all over the country, every citizen suffers from some disease, lack of national love or promotion of pseudo nationality and we have no control over population growth, then how can we imagine human resource development Can? We want the peon or clerk to act like an officer or an officer, but as long as the peon's daily allowance is less than half of the sir's allowance when traveling to another city. The question is whether the lower incumbent has a small stomach or should eat a less nutritious diet?

### **Neglected area**

The entire population of any country cannot be considered as active or working manpower, but only children and old people and older people can be considered as active or working human resource. One-third of India's total population belongs to the age group of 0.14 years. 40 lakh children are employed as child labourers due to poverty, illiteracy, exploitation and excesses. After the unprecedented decision given by the Supreme Court on 10 December 1996, a complete ban on child labour was imposed and child labour was calculated at the national level. Most employers had reduced the presence of child labour at the time of the survey, so only 5 lakh children were identified as child labourers, but the worrying fact was found that 20 per cent of the children were employed in hazardous uses as per the earlier laws. Here the question arises that on the one hand there are 40 million adult persons unemployed in the country, on the other hand 40 lakh children are forced to work. If these facts can be incorporated in the strategy of human resource development, then meaningful results can come out.

In addition to physically and mentally challenged 8 crore people, there are 3.42 crore people who are unable to do even small domestic work due to serious diseases like arthritis, cancer, asthma, epilepsy etc. Similarly, due to religious and cultural conventions, 38 lakh

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unaccompanied people are wearing the sage as a mere demand. Whether healthy and active persons remain collectively inactive can be said to be in the national interest. According to unconfirmed figures, the number of prisoners sentenced to prison and under trials is about 3 lakh. Out of 9 thousand inmates (September 1998) locked in jails of Rajasthan, 6 thousand are under trials. Thus, the country's potential workforce remains unnecessarily ineffective. Analyzing all dimensions of demographics is important for human resource development, otherwise unilateral considerations affect overall national development. Normally, the number of personnel working for human resource development and the projected personnel in future is analyzed. In the organized sector, this estimate can be made easily, but in the order of farmers, marginal farmers, daily wage labourers and private small business, it is difficult to estimate. Although state governments set the minimum rate of daily wages in India, bureaucrats have little knowledge of the situation. A class IV employee of the state government gets a minimum wage of Rs 170 per day while for a labourer engaged in daily wages Rs 60 has been fixed. Can it now be said to follow the general principle of economic justice? India is one of the countries where despite the huge size of the bureaucracy, it is less than 3 percent of the total population, while Sweden, Denmark 16 percent, Britain 13 percent, America and Canada 8 percent and Japan 4.5 percent citizens employed in public services. Even after adopting the goal of establishing a socialist society, the scope of the private sector in India is much wider than that of the public sector undertakings whereas the Indian small private establishments are maintaining a neglected approach towards human resource development. And credibility is considered more important because in the American system, while giving priority to efficiency, personnel development has also been given priority.

In India, illiteracy, poverty, low levels of health and oppressive social trends are problems that adversely affect the entire human resource development cycle. The literacy rate has still not reached 70 percent. The socio-economic status and economic index of rural areas, women, labourers, poor and backward castes are in miserable condition. The organizational level efforts of human resource development will continue to fail until the minimum and basic needs of the individual, such as roads, electricity, water, education and health services and human

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rights are ensured. India has made unprecedented progress in science, technology, molecular capacity and space, but the standard of living of the common man has improved comparatively little because the scope of social services could not be increased in line with scientific progress or the increasing population has increased human Changed all equations for resource development. In this regard, thinker of human relations management, Elton Mayo once said - "If our technical skills had developed along with social skills, then there would have been no other world war." So it is necessary that social- Adopt an integrated approach of human resource development keeping the economic development and development of personnel working in organizations consistent.

### **Principles of Human Resource Development**

Various scholars have considered the subject of human resource development and have highlighted the principles of human resource development.

1. Human resource is a complete human being ie it has many aspects and aspects of economic, social and psychological factors that affect its values and feelings, thoughts, beliefs, attitudes with which personnel enters the organization.
  2. Human resource development programs can develop human resource capabilities.
  3. The backgrounds, aspirations and values of the personnel are found to be different, so every personnel should be managed differently and different principles and approaches should be adopted for them.
  4. The importance of human resources has increased over time because unlike other resources, it is a resource which is constantly involved in learning and development.
  5. Personnel are the precious capital of an organization. Therefore, this resource should be respected.
  6. It is mandatory to maintain leadership development in any task.
  7. Personnel and organization should conduct the affairs with full honesty and integrity.
  8. Any organization should provide its customers with flawless goods and services i.e. customer satisfaction should be focused on when the personnel in the organization are satisfied. Personnel can only be satisfied by human resource development activities.
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## Conclusion

In the modern era, when workers and personnel are becoming aware of their interests and human problems and aspirations are increasing, the importance of human resource development is also increasing. In the era of extreme competition, only through proper human resource development can more profit be achieved with minimal efforts.

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