



THE ROLE OF HUMAN RESOURCE MANAGEMENT IN FOSTERING ORGANISATIONAL GROWTH AND INNOVATION

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Abstract

Firms in today's rapidly changing and competitive business world face many problems when it comes to meeting the needs and expectations of both customers and the market. Managers need to accept that innovation is an integral part of the organisation to be competitive and successful. This is because it is a significant engine of innovation, and managers must work to promote, plan, and cultivate an innovation culture to succeed. These things helped how the role of HRM come up with a framework for HR development that can help an organisation be more innovative, so they came up with it. Everyone who works for an organisation needs to know how well its human resources department can develop new ideas and improve this ability. They have a better chance of succeeding in today's rapidly changing and competitive business world. This framework is designed to do this. How well a model of HRM works in a given situation or how much it contributes to the success of an organisation compared to other investments in the company, like new production technologies or advertising campaigns, is one thing, but how well it works as a whole is another. The present study highlights the role of Human resource management and its importance to organisational growth and innovation.

Keywords: Human resource management, innovation, growth, organisation performance, company.

1. Introduction

Human resource management (HRM), or the management of work and people to achieve a goal, is a critical component of any company that employs people. It doesn't need to be explained very well. HRM is a necessary part of starting and growing a business. A company's ability to attract and keep good employees in a global economy and a knowledge economy is better because of how it manages its human resources. To put it another way,



understanding human resources management (HRM) may prove to be more important in selecting people who used to create new processes or products. As part of a knowledge-based human resources approach, these roles and activities aid in identifying and recruiting individuals who possess unique abilities that may be exploited to improve organisational competitiveness through the development of knowledge management capacity. Collaborative networks with other businesses have been found to be the best way to get information and benefit from their new skills, knowledge, and technologies (Huggins & Thompson, 2015; Petruzzelli, 2011).

During the last 20 years, the world has changed a lot. As the new millennium starts, a new kind of civilization has begun to rise up. It's a time when things are changing quickly and unexpectedly with wide-reaching effects. Governments, citizens, groups of people, nation-states, and societies all have a lot to do with this, too. There are a lot of changes taking place in both public and private organisations, as well as in their management systems, for one reason or another, to live, they have to change (Farazmand, 2004; Kesti, 2012; Silva, 1997 Anastasiu, 2012). As a result, if future managers want to meet the challenges of globalisation and ride the "waves of change," they can't just be good HR managers who have a lot of skills. Those in charge of human resources and organisational behaviour must be smart and know how to do their job well. They must also be able to learn and lead organisations that are learning and be able to build human capital and interact with others on an equal footing rather than as superior figures. It's also essential that they're able and eager learners who can also lead organisations that are (Farazmand, 2004; Anastasiu, 2009).

Many people don't know how the knowledge chain works right now. This study looks at how knowledge-based HRM practices, knowledge management, intellectual capital, and innovation in small businesses are linked together. It fills in the gaps in our knowledge. When HR leader wants to build a culture of innovation, they need to use all of the tools at their disposal, like cultivating creative talent, setting up effective frameworks to help that talent, and remembering that innovation is a team effort.



Innovations in the development of human resources

HRD is the process of making everyone's skills better. Their knowledge, knowledge, and how well they can work are all part of what they know. People who build up their human capital and use that capital to grow an economy could call this "human capital" (Silva, 1997). A lot of the time, HR helps people develop new ideas. Business success today isn't a secret. It's all about people and not money (Joseph, 2012). There are two ways that innovation is essential for businesses: Big changes and small, steady changes can be made with this. The way people act at work would also have to change as more and more businesses tried to be more innovative (Searle, 2012). The people who work for the company may use their human capital to learn how to run a business to make new products and services (Chen, 2009). When it comes to developing and managing people, there is no limit to what can be done. These three things can be put together (Farazmand, 2004). In the first category of HR management for innovation, things like always looking for the right people, the right job, or the right person for the job are there.

This is a hard job that needs a lot of planning, recruiting, education, and training to do well. This includes the challenge of finding, training, and educating people who are good at managing and leading at both strategic and operational levels. Those who know how to lead and manage big and complicated organisations in all fields need this kind of knowledge and skills.

When it comes to strategic human resources development and building capacity, technology is a big part of it. However, it can only happen if there are enough funds to pay for and support it. Without the right money, new ideas can and do happen, but they may not be able to reach the development stage. Three types of new ideas for strategic human resources development and management all work together. The first two are related to the third, and all three work together.

2.Objectives of the study

- To find out the opinion about the role of HRM in Organization development and responsibilities of HR managers in organizational growth and innovation.



3.METHODOLOGY

The term "methodology" in the English language refers to the process of compiling and organising the rules, procedures, and practices that are specific to a certain field of study. To put it another way, you could say that it's a smorgasbord of approaches used in a little area. Methodology is an essential part of any rational request. The term "informal" is used to describe research that does not adhere to a predetermined methodology.

Because both primary and secondary data sources were available, they were employed to acquire the information needed for the investigation. Data for this study was gathered using a variety of methods, including unstructured face-to-face interviews with a variety of institutions, current and former students and family and society. Secondary sources include books, journal articles, and working papers from government agencies and some of the most well-known publications and journals in existence. There are 100 participants in this study via a survey method...

Sample size:

As part of the survey procedure, the researcher have selected 100 people as participants. They are from different organization and firms. Randomly participants were selected from organizations and firms. An open-ended questionnaire is used and the data is collected.

Data collection

Data collection and analysis tools are a collection of charts, maps, and diagrams that are used to collect, analyse, and display data for a wide range of applications in organisations and firms. The researcher used Microsoft word and excel in organizing and saving data from a large number of individuals.

4. Questionnaire for survey:

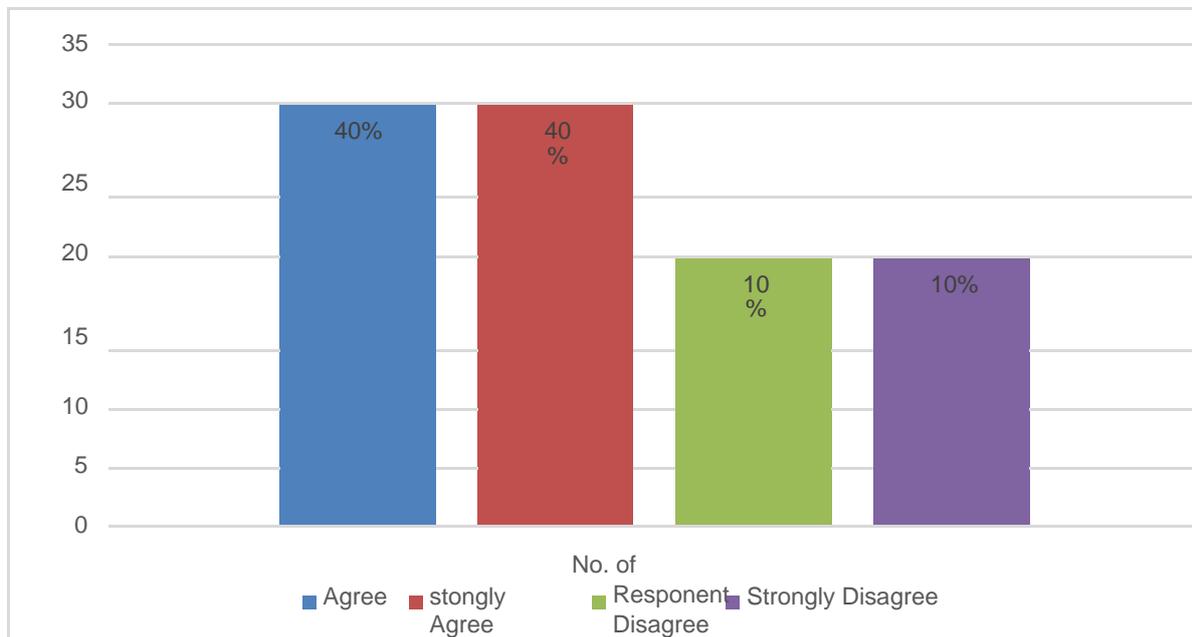
According to table 1



When the researcher asked the participants, -HR plays an important role in an organisation's growth? then 40% people were agreed with the statement and 40% people were strongly agreed with the statement. while only 10% people were disagreed with the statement and 10% were strongly disagree with the statement. Most of the people think that HR plays an important role in an organisation growth.

Table 1: HR plays an important role in an organisation growth

Agree	40
Strongly Agree	40
Disagree	10
Strongly Disagree	10



According to table 2

When a researcher asked participants that Do you think that -Human resource management is Crucial to organisational growth and innovation? then 35% people were agreed with the



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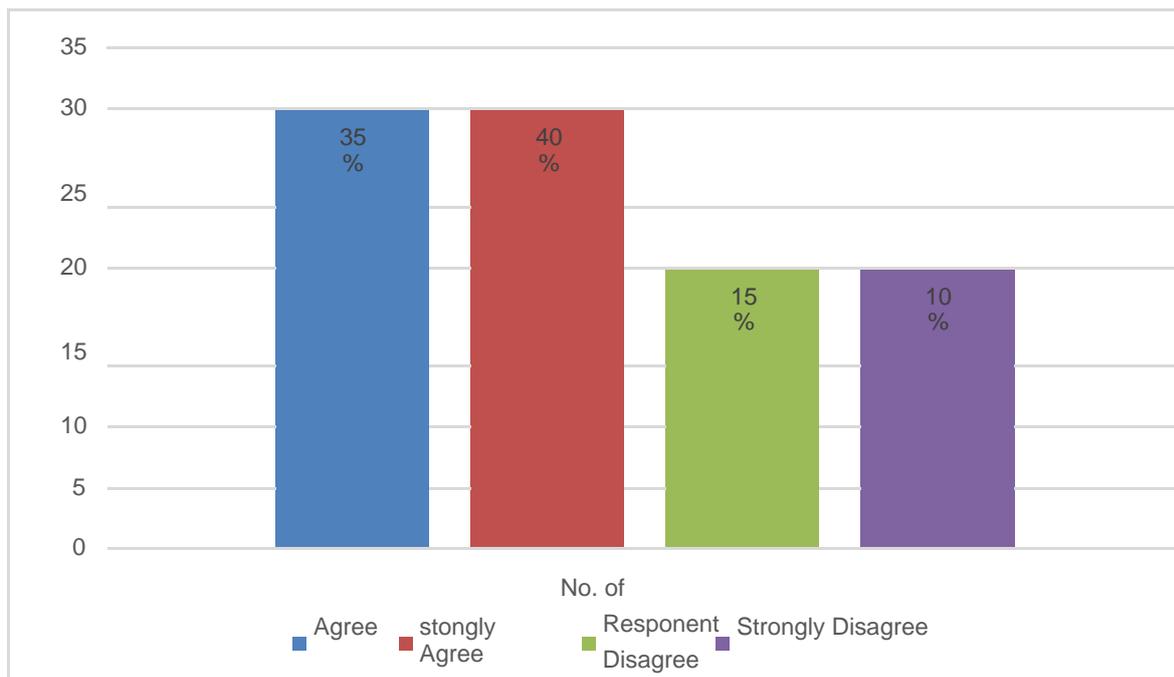
statement and 40% people were strongly agreed with the statement. While only 15% people



disagreed with the statement and 10% were strongly disagree with the statement. Most of the people think that HRM plays a crucial role in organisational growth and innovation.

Table 2: Human resource management is Crucial to organisational growth and innovation

Agree	35
Strongly Agree	40
Disagree	15
Strongly Disagree	10



According to table 3

When the researcher asked the participants that "HR managers role effect the organisations growth"? then 30% people were agreed with the statement and 35% people were strongly agreed with the statement. While only 15% people were disagreed with the statement and 20%

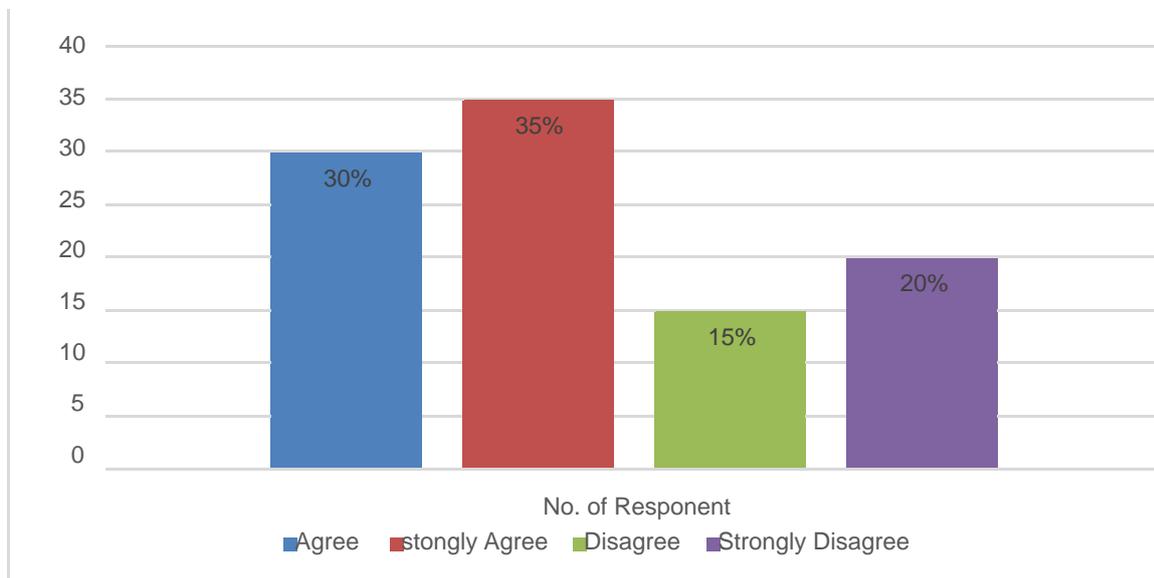


were strongly disagree with the statement. Several numbers of the people were agreed that the HR role effect the organisation's growth.



Table 3: HR managers role effect the organisations growth

Agree	30
Strongly Agree	35
Disagree	15
Strongly Disagree	20



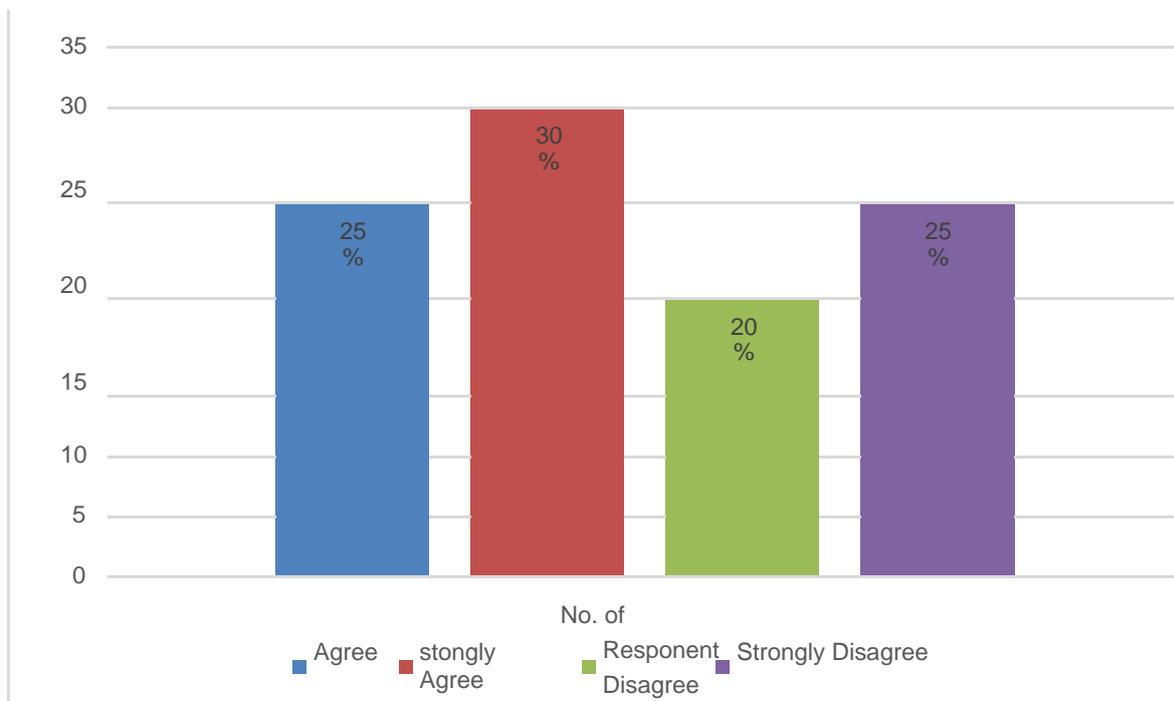
According to table 4

When the researcher asked question to the participants that -HR is a big driver of innovation, and culture in order to work out well in an organisation! then 25% people were agreed with the statement and 30% people were strongly agreed with the statement. while only 20% people were disagreed with the statement and 25% were strongly disagree with the statement. For this question that HR is a big driver of innovation, and culture in order to work out well in an organisation ratio of the people who were agreed and not agreed were approx. same.



Table 4: HR is a big driver of innovation, and culture in order to work out well in an organisation

Agree	25
Strongly Agree	30
Disagree	20
Strongly Disagree	25



According to table 5

When the researcher asked the people, —Human resources development and capacity building, technological innovation is a big part of an organisation"? Then 30% people were agreed with the statement and 30% people were strongly agreed with the statement. While only 20% people disagreed with the statement and 20% were strongly disagreed with the statement. Some people think that Human resources development and capacity building, technological



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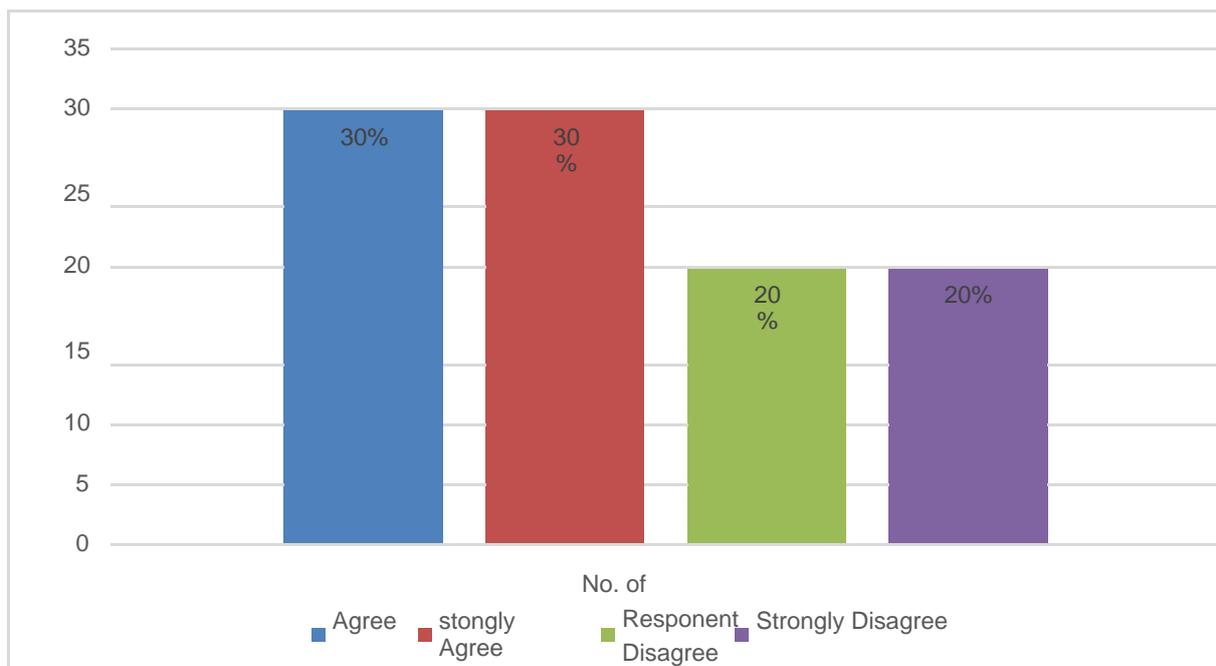
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innovation is a big part of an organisation and plays a vital role.



Table 5: Human resources development and capacity building, technological innovation is a big part of an organisation

Agree	30
Strongly Agree	30
Disagree	20
Strongly Disagree	20



5. Result and Discussion

During present survey result carried out that role of HRM is crucial for an organisational development and innovation. In table 1. Observed that HR plays an important role in an organisation growth. In order to think about human resource management and strategy in a



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new to growth of an organisation. In table 2. Human resource management is Crucial to



organisational growth and innovation. Firms can improve their unique skills and find new ways to make things better by using the knowledge in their human capital. When businesses make new products and improve their management practices, they need people who are motivated and skilled enough to come up with new ideas, come up with new ways to do things, and find new opportunities. HR helps the company's bottom line because it knows how human capital affects the success of a company. In table 3. Observed that HR managers role effect the organisations growth. HR managers are responsible for planning and achieving organizational objectives. In table 4. Observed HR is a big driver of innovation, and culture in order to work out well in an organisation. They make the rules for the workplace so that there are less fights, legal problems, and more productive employees. In table 5. Shows Human resources development and capacity building, technological innovation is a big part of an organisation. In every aspect of their jobs, human resource managers are responsible for building and maintaining a competent team. This includes everything from human resource planning to job analysis to hiring and resolving problems within the firm.

Conclusion

Human resource management can have an impact on the attitudes, abilities, and behaviour of employees to help the company reach its goals. It also plays a big role in setting up the right conditions for people to be able to start and move toward innovation activities.

Managers all agree that innovation is very important in today's businesses, but not everyone agrees with them. People in HR talk about new things and support new things, but they usually kill new things that employees and managers try to come up with.

"Leading-edge" competitiveness is becoming more important for an organisation to a time of rapid change and increased competition the importance of innovation and human resource management is growing in importance. Change is difficult and necessitates a different way of thinking. Take a new look at everything if we want the new way of doing things to be unique and not just an upgrade on the old.



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