

## Some Consideration Key Points for Better Human Resource Development

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It is said that there is no limit to explore therefore I am trying my best to investigate this field (human resource development) which I always had have trying to learn and interested for. As it is rightly said that “where there is will there is a way” So I always wanted to know how this human resource development can exactly manage and organize the entire employee and employment, organization, recruitment, work productivity, employment law and policies etc. Therefore I exactly got that way to explore and investigating this area through small research.

My first effort would be showcasing what human resource development means to me. For me human resource development is a frame work for helping employee in developing their personal, organizational, social skills, knowledge and abilities. Its focus should lie in all together development to design out a superior work force in order to employees and its organizations to accomplish its goals, on the other hand human resource development is a strategic and comprehensive approach to manage work, work place and its people. it enables the employees to give their best and provide a one directional effective productivity to the company, in short human resource development is today’s need which start from classroom training to an employee coaching by a manager for a succession plans of it.

The following point should be taken under consideration for better human resource development.

**Categorizing and recruiting people and boost’ no the organizational skills:** categorizing people on the basis of their psychological and social need it’s always been tough. I see some fine ways to do the same through checking interest, capability measurement, and aptitude test analyzing the major professional priorities of an individual.

**Recruiting through referrals:** The most effective method of recruiting people is employee referrals the agency, employee can interest their friends and associates in working at the agency and selling them on the many benefits of working for it to gain full benefits from these referrals. A formal process should be put in place to regularly identify candidate and keep the pipeline full.

**Other recruiting methods:** Agency manager should work with the recruiter to provide skills and qualities the recruiter should look for .an expect the candidate be pre-screened. Internet sites can be effective for identifying candidates who may be moving in to the area, newspaper ads are usually the least effective method. People of job change are not only looking in to the classifieds but are seeking out employers and organizations who provide outstanding work environment and continual learning and advancement opportunities through internet sites and relevant job portals.

**Selective employees:** Behavioral interviewing requires first that the interviewer spend an adequate amount of time with the candidate, psychological testing can help assess sales capability and predict the individual ability to succeed with the agencies sales approach sales skills are necessary not just for producers and marketers but also for CSR’S these assessment test should be used for various agency’s employees.

### Attracting, retaining people, maintaining productivity and proper work culture, keeping employee welfare in an organization

Keeping these few essential key points in mind always make a powerful impact for an organization growth.

**Reward system:** Many agencies are adapting a pay for performance compensation system which rewards employees for achieving results related to the agencies business goals. Surveys conduct by the society of human resource management indicates employee's ranked interesting work, employer flexibility, feeling values, having training and advanced opportunities as top factors influencing their decisions to change job. Offering perks can also be cost effective way to attract and retain employees, for an example - casual dress, flexible starting times, earning time off (comp days, floating holidays, summer hours), job sharing or using job market. Gain sharing is tied to increases in operations efficiency and may be an interim step to a long term profit sharing program.

**Communication:** Attracting and retaining employees is as much a marketing issue as it is a management issue, developing and promoting a positive organization and reminding employees of the value of being part of it is critical. Communication in general is important to modern employee they want to know how their work fits into the picture of the agency's vision and mission. They appreciate monthly meeting that provide updates on plans and new development and address their questions and concerns, finally they respect that ask for feedback on management and on the agency overall.

**Consider outsourcing:** It is an attractive way for them to get world class software without the huge expanse, it used to be that BPO typically provided just one sort of process, just payroll or just recruitment but now they can have an access to the full richness of an integrated human resource development suite. The benefit is that they can have completely integrated systems.

**Manage staff reviews and engage with staff:** It is always been so useful to have staff reviews. But there should be some tool that dynamically manages customized job descriptions, recruitment documents, contracts and performance management. Taking a step back to reviews is the back bone to strategic recruitment and retention". The more engaged people are the more willing they are to go the extra mile, the better they will perform and the longer they will stay" by increasing employees engagement levels. Researches show you can reduce staff turnover and increase customer satisfaction.

**Put your HR policies online and giving star opportunities:** By having your HR policies and processes online, you immediately meet the three principle of the process management- simple, available and improving and because it is online rather than on paper you can be absolutely sure that everyone is looking at the latest version and following the same process and the latest procedures essentials when employment law has changed. "Giving your stars opportunity to contribute at senior levels in an organization, selecting them for awards, appointing them to high profile projects, all add to the person, sense of self-worth and beliefs that the company is listening to what they have to say. it also allows you to test how the individual responds to these situations and tailor your plans accordingly.

### Focus on individual learning and interventions for improvement in training programs, ensuring that people follow work ethics

When we talk about performance improvement I see few training programs to improve human performance but also focuses on individual training such as performance improvement workshop and personality development, soft skills development workshops includes: 1. (Business analysis determine business goals, articulate relationship of human performance), 2. (Performance analysis – desired performance state, gap, actual performance state), 3. (Cause analysis - knowledge, motives I information, wellness), 4. (Solution selection - type of route cause, match solutions, recommendations), 5. (Solution implementation- manage the project, help the organization, to adapt the changes, gather formative evaluation data) this is how this program aligns with the performance improvement area of expertise. In this way these program helps us to groom our personality and maintain the balance in between professional and personal life and helps you to identifying the borderlines of priorities in the professional settings. Now I am coming to" soft skills" which are associates with the persons emotional intelligences quotient. It's a mixture of social graces, communication, personal habits, friendliness, optimism. It complement

occupations requirement of the job and many other activities. It is related to feeling, emotions, insights, an inner knowing. A person's soft skill is an important part of their individual's contribution to the success of an organization. If they train their staff to use these skills, screening or training for personal habits or traits such as dependability and conscientiousness can yield significant return on investment for an organization, soft skills lies to have good communication skills, emotional intelligence, problem solving I motivating, team building. If you have good soft skills - knowing how to get along with people - displaying a positive attitude are crucial for success. organization seems to expect people know how to behave in job, they tend to assume everyone knows and understands the importance of being on time, taking initiatives, being friendly, producing huge quality work - developing these skills is very important and does matter a lot to an individual as well as the organizations growth.

All I would conclude that it was my small research\article stating some important key points to improve human resource development in India.

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