

Human Resource Development

UNIT V: Emerging Issues in HRD

Emerging Issues in HRD

Creating Awareness and Commitment to HRD

Industrial Relations and HRD

Utilization of HRD Efforts

Emerging Trends and Perspectives

Future of HRD

Creating Awareness and Commitment to HRD

Awareness and Commitment

Top management

HRD facilitators

Employees

workers

Stakeholders

Industrial Relations and HRD

The methodology used in HRD Approach includes diagnosis of the problem and designing interventions to bring about necessary changes.

HRD is important to develop strong industrial relations to motivate workforce

Effective HRD helps to avoid conflicts and create healthy working environment.

Industrial Relations and HRD

HRD approach regarding Industrial relations includes-

- Healthy interactions with trade unions

- Goal setting through mutual discussions

- Participative management

- Effective communication

- Team-work

- Grievance handling

- Counselling

Utilization of HRD Efforts

How can we ensure optimum utilisation of HRD efforts?

Clearly Written and Operational HRD/Training Policies

Continuity of 'Training Needs Assessment' (TNA)

Linkage Of HRD Programs to Organizational Objectives and Strategy

Linkages of HRD Programs to Other HR Programs and Policies

Organisational Commitment

Continuity of Monitoring and Evaluation of HRD Programs

Utilization of HRD Efforts

Factors affecting effective utilization-

- Availability of Well-Developed HRD Programs and Policies

- Ability to Effectively Implement HRD Programs

- Continuity of Monitoring and Evaluation of HR Programs

- Political Factors

- Socio-Cultural Factors

Emerging Trends

Talent Management

Work Life Balance

New Approaches to Compensation and Rewards

Progressive HR Policies

Strategic Focus

Employee Engagement