HUMAN RESOURCE DEVELOPMENT – A FOCUS ON PEOPLE CENTRIC LEADER

S. Santosh Kumar¹, Dr. Sheelan Misra².

¹ Research Scholar - Bharathiar University, Coimbatore and Senior Assistant Professor, New Horizon College of Engineering, Department of Management Studies, Bangalore – 103.
² Professor and HOD, Department of Management Studies, New Horizon College of Engineering, Bangalore – 103.

ABSTRACT

The role of human resource management is to act as a buffering agent, to neutralize the entire situation by taking necessary actions, procedures, adopting best practices and strategies in case of corporate organization. HRM plays a strategic role in the survival of an organization. In the time of global financial/economic crisis, Human Resource (HR) managers must not only innovate but must also act as change agents, strategists, mentors, counselors and motivators. They must adopt a people-centered model of management instead of the go-get-them approach. The latter approach will not only push down the morale of your employees but it will also shove talented workers from leaving the organization. Human resource development is the frameworks for helping employees develop their personal and organizational skills, knowledge, and abilities. HRD includes such opportunities as employee training, employee career development, performance management and development, coaching mentoring, succession planning, key employee identification, tuition assistance and organization development. Development of HRD is a process of bringing people and organization together so that the goals of each other are met even during the crisis period. Over the years, highly skilled and knowledge based jobs are increasing while low skilled jobs are decreasing, this calls for future skill mapping through proper HRM initiatives in the developing country like India. With this HR managers should always find a way to motivate the employees, either through training or coaching, before making any drastic actions like transfers, demotions or terminations.

Keywords: strategic role, people centered model, go-get-them approach, performance management and protector.