

### HUMAN RESOURCES (HR) – THE BACKBONE OF EVERY ORGANIZATION

Human Resources Development (HRD) is the pillar of any successful business establishment. The HR person is responsible to maintain the workforce of an organization. Business sectors as well as government of a nation need Human Resources in order to carry out the functions to take total responsibility in implementing policies and strategies related to management of individuals in that organization.

The reason behind implementing HR policy is to enhance the human capital of an organization and decrease the financial risk. Human Resources manager's role is to streamline the capabilities of current workforce and providing qualified and skilled resources with the ongoing as well as future business plans of the organization. This will help the organization's to improve the return on investment (ROI) and lead to a successful and secure future.

Human Resources practice has to involve the perfect HR requirements, considering the state and local labor laws and regulations, net cost in such a way that increases maximum employee motivation, productivity and commitment, offering the best environment for individual's growth.

The policies, systems, standards and processes are developed and strategies are chalked out in Human Resources plans to implement these strategies across a wide range.

The key factors of HR practices several. Maintaining compliance and awareness with federal, local and state labor laws is one of the most important HR policies. Record-keeping of employees with confidentiality is equally vital for the HR. Selection, recruitment and resourcing are few of the essential aspects of the HR team. Design and development of an organization is the responsibility of the HR. Management of performance, behavior and conduct of the workforce in an organization is very important job of the HR. Training and development of the workforce is utmost important. Workforce analysis and workforce data management needs to be of much priority. Employee motivation and morale building has so much weight on the HR policy. Compensation and managing employee benefits is really essential for a successful HR team of an organization. Importance of industrial and employee relations can never be avoided to establish a healthy HR practice. Change management and business transformation have a great role in the HR practice of any organization.

Legal issues need to be carefully taken care of by the HR personnel or the team. For an efficient HR management service it is essential to have the detail data about the workforce, like the age group, their social standing, gender, skills and qualifications, expertise in the work responsibility assigned and so on. Knowing all the above would make it easy to devise a proper pension plan, appraisals and other things.

Human Resources Development is a Framework that is responsible for spreading employee resource within an organization or in a geographic region (nation). The training, education, health facilities and employment policies assures the continuous growth of employees and the organization as well as the national human resource. Employees are asset to the organization according to the HRD framework.

The structure of HRD initiates individual development that satisfies organizational or national goals. Growth and employees development is the pressing subject for the HRD framework and developing individual skills and potentials.

Training the employees for their professional success as well as the development of the organization is very important, as an organization depends on the capability and efficiency of its workforce to stand straight and do business. With changing times and technological advancements, employees should be trained to arm themselves with the latest technology and the knowledge to tackle any pitfalls with great performance.

Recruiting and selecting, applicants and employees is the usual norm of resourcing strategy of any organization, so as to save the organization. Both internally and externally the resources can be obtained, as per the need of the organization. Internal recruitment is cost effective as it involves only appraisal and promotion with a considerably lower amount than an external candidate to retain the efficient employee upgrading his skills with training.