Human Resource Development

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HRD

- Human Resource Development (HRD) is the framework for helping employees develop their personal and organizational skills, knowledge and abilities.

- A set of systematic and planned activities designed by an organization or HR department to provide its members with the necessary skills to meet current and future job demands.

Relationship Between HRM and HRD

- Human Resource Management (HRM) has many functions.

- Human Resource Development (HRD) is just one of the functions within HRM

Functions of HRD

- Training and development (T&D)
- Organizational development
- Career development

Training and Development

- Training – improving the knowledge, skills and attitudes of employees for the short-term, particular to a specific job or task.
  - Employee orientation
  - Skills & technical training
  - Coaching

Training and Development

- Development– Preparing for future responsibilities, while increasing the capacity to perform at a current job

  - Management training
  - Supervisor development

Organizational Development

- The process of improving an organization's effectiveness and member's well-being through the application of behavioral science.
- Focuses on both macro- and micro-levels
- HRD plays the role of a change agent

Career Development

- Ongoing process by which individuals progress through series of changes until they achieve their personal level of maximum achievement.
  - Career planning
  - Career management

Organizational Structure of HRD Departments

- Depends on company size and status.
- No single structure used.

Librarian's Role in HRD

- A "front-line participant" in HRD
- Implements HRD programs and procedures
- On-the-job training (OJT)
- Motivational lecture
- Career and employee development
- Integrates HRD with organizational goals and strategies
- Promotes HRD as a profit enhancer
- Tailors HRD to corporate needs and budget
- Institutionalizes performance enhancement

Challenges for HRD

- Changing workforce demographics
- Competing in global economy
- Eliminating the skills gap
- Need for lifelong learning
- Need for organizational learning

A Framework for the HRD Process

HRD efforts should use the following four stages:

- **Needs assessment**
- **Design**
- **Implementation**
- **Evaluation**