

**IMPACT ON EVALUATION OF HUMAN RESOURCE DEVELOPMENT AND
MANAGEMENT A SURVEY**

Dr.Jitendra Gowrabhathini

Associate Professor, Koneru Lakshmaiah Education Foundation, Vaddeswaram, Andhra Pradesh, India.

Alnzer Omar Haroon Mansour

Research Scholar, Koneru Lakshmaiah Education Foundation, Vaddeswaram, Andhra Pradesh, India.

Seelam Sai Vinay Reddy

Research Scholar, Koneru Lakshmaiah Education Foundation, Vaddeswaram, Andhra Pradesh, India.

Manvitha Suryadevara

Research Scholar, Koneru Lakshmaiah Education Foundation, Vaddeswaram, Andhra Pradesh, India.

Vishitha Modugula

Research Scholar, Koneru Lakshmaiah Education Foundation, Vaddeswaram, Andhra Pradesh, India.

Abstract

The development of human resources has been impacted by globalization. While new approaches to the use of human resource development have emerged as a result of shifting management methods. Organizational-level human resource growth has undergone a systematic and dynamic change as a result of the shifting business environment. The act of bringing people together to achieve desired goals and objectives utilizing available resources in a company or organizational activity is known as human resource development. The topic of human resource development in management development, which encompasses a wide range of projects and interventions, is covered in this section. The rational, prescriptive, solution-based management approaches may be reinforced by such initiatives, just as they are in management education. Human resource needs in the manufacturing sector.

Keywords: Impact, Evaluation, Human Resource Development, Management Survey, Business.

Introduction

The range of candidates for management education includes undergraduates, seasoned professionals, and senior professionals, as well as employed people and business owners from primary industries like mining and agriculture, secondary industries like manufacturing and production, and tertiary industries like banking services. Year after year, the Indian economy

expands on a global scale. Due to this expansion, it is now much harder to get accepted into the top business schools. Any human resource manager today is concerned with having a top-notch pool of resources with minimal investment in training and maximum production at efficiency. The competition for a high-quality education begins on the child's second birthday and lasts until the child enrolls in college. However, the real race begins when this young boy enters the workplace to put his education which he has been receiving since age two—into practice. The concept that everything you learn in business schools must be repeated even more dynamically at the industrial level applies equally to management education.

Human Resource Development

Human resource development is a mechanism for systematically improving the skills of each employee, as well as those of pairs of co-workers, teams, and the entire organization, to meet organization's goals. It is a vital and dynamic component. The demand for effective people has increased along with the usage of contemporary technologies and the expansion of skill-based activities. In today's business environments, competition and the overzealous pursuit of competitive advantage have become essential. If and only if the human resource uses the necessary technology and delivers according to the essential skill sets, a competitive edge can be attained.

The development of human resources with the essential skill sets for an organization is the focus of human resource development. Training is crucial to the development of human resources. The process of hiring, selecting employees, providing appropriate orientation and induction, training and skill development, evaluating employee performance or performance appraisals, providing appropriate compensation and benefits, motivating, maintaining appropriate relations with labor and with trade unions, and maintaining employees' safety, welfare, and health by adhering to the relevant state or nation laborer laws are all parts of human resource management.

Impact of HRD

Virtually every function in the value chain, including product development, IT, Manufacturing, Logistics, marketing, sales, and after-sales support, is being affected by the new product capabilities and the data they generate, far more intense coordination across functions is now necessary. Comprehensive skill enforcement at the human resource level is required for the coordination. The effects of globalization have made it possible to execute a wide range of jobs quickly and effectively. Organizational Development is made up of Individual Development, Interpersonal Development, Career Development, Occupational Development, and Group Development.

The nation's economy is mostly driven by manufacturing. Thus, the primary focus of any industry is the manufacturing sector. The expansion of the manufacturing sector benefits the ancillary sectors. Therefore, the manufacturing sector must have effective and efficient human resources. For this reason, management institutes must create a solid and efficient curriculum to produce the greatest human resource needed.

Reviews of the Study

Due to competition, according to **Gurbaz (2009)**, privatization, deregulation, changing demands and requirements, and globalization, human resource practices have changed over time. Companies have been pressured by these outside factors to adopt novel HR procedures to sustainably increase organizational and employee performance.

Ajay (2012), researched on the relationship between HRD and organizational performance. This was done to see how it would guarantee the firms a long-term competitive edge. Numerous HRD strategies, including training, prospective appraisal, performance management, career planning and development, employee participation, and quality work life, are recommended by the analysis study.

In the impact of HRD **Bowra et al. (2012)** looked into the nature of the relationship between HR procedures and employees' perceptions of their performance. They performed a survey among employees to determine how HR affected workers' performance. explored how HR procedures (promotion, pay, and performance evolution) affected how evaluated their performance.

Dinesh Kumar (2013), examined how HRD methods improved staff satisfaction and had a significant impact on customer satisfaction. This study focused on banks and attempted to determine a relationship between different HR policies and employee satisfaction while also assessing the degree of customer satisfaction. It has been observed that different HRD initiatives inside a company are either directly or indirectly related to employee satisfaction levels. Since we are aware of the importance that employees play within an organization, it is crucial to put these strategies into practice to raise overall productivity.

Radha. R (2013), researched numerous cutting-edge HR practices for employee retention. Modern methods for managing human resources play a critical part in an organization's success. Employee engagement and retention methods must be in place to guarantee employee productivity, motivation, work satisfaction, and loyalty.

The objective of the Study

- To understand the impact and evaluation of human resource development
- To evaluate the impact of human resource development a management survey

Statement of the Study

The researcher had the chance to speak with several management institutes and manufacturers while conducting this investigation to learn more about the associated topics. In order Tote the questionnaire, the researcher interacted with HR respondents. The researcher, who comes from the educational sector, has the necessary background and understanding of the procedures commonly used by the different management institutes and colleges. For the researcher, examining the numerous initiatives and program management institutes was a truly rewarding experience.

Results and Discussion of the Study

The Impact of Human Resource Development as the following study is given below

Table-3. HRD Impact of Management Survey

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.900(a)	.811	.657	.297

A Predictors: (Constant), Liasion, VendorD, conflict, reengineering, capital, Negotiation, ProductD, InventoryM, financeM, FacilityM, timeM, ManageChange, disaster ANOVA(b)

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	6.054	13	.466	5.276	.001(a)
	Residual	1.412	16	.088		
	Total	7.467	29			

a Predictors: (Constant), Liasion, VendorD, conflictM, reengineering, capitalM, Negotiation, ProductD, InventoryM, financeM, FacilityM, timeM, ManageChange, disaster

Dependent Variable: Attitude

Coefficient(a)

Model		Unstandardized Coefficient		Standardized Coefficient	T	Sig.
		B	Std Error	Beta		
1	(Constant)	5,079	0.723		7.021	0
	timeM	-0.13	0.155	-0.163	0.836	0.42
	conflict	0.181	0.155	0.232	1.192	0.25
	Mange Change	-331	0.132	-0.488	-2.51	0.02
	Finance					
	Facility	0.454	0.135	0.625	3.362	0
	Inventory	0.006	0.157	0.079	0.42	0.68
	VentorD	0.33	0.14	0.409	2.348	0.03
	ProductD	-0.69	0.148	-0.718	-4.69	0
	reengineering	-0.02	0.107	-0.028	-0.17	0.87
	Disaster	-0.03	0.161	-30	-0.21	0.84
	Negotiation	-0.01	0.178	-0.014	-0.07	0.95
	Capital	0.008	0.15	0.008	0.056	0.96
	Liaison	0.234	0.169	0.234	1.383	0.19
		-210	0.169	-0.206	-671	0.11

Dependent Variable: Attitude.

The tables above represent the regression model, it can be seen that the value of 'R square' in table (a) is .811 which is significant too. From table 6.2(b) the F value is 5.276 significant at

0.01 level. It can be analyzed that the impact of management education of students on attitude of students and hence on the manufacturing industry is 81 percent. The rest of the performance is affected by other factors. From the coefficient's table, it can be analyzed that managing change, financial management, Inventory management, and vendor development significantly contributes to the performance rest of the factors are not significantly contributing individually, though collectively they are putting impact on the manufacturing Industry.

Conclusion

The economy has grown exponentially, which has had a proportional impact on human resource development. The dynamic activity of the organizational environment has also had an impact on management techniques. Organizational development, which has a modernized organisational framework, and interpersonal development of individual employees are both included in human resource development. Therefore, in the highly competitive world of today, an organization adopts strategies to hire people who shape the development of both the organization and themselves.

The same holds for management and also emphasised the need for significant capital expenditures to teach, organize, and develop employees at work so that they can contribute their abilities to the productivity of the company. Any human resource management today is concerned with having a top-notch pool of resources with minimal investment in training and maximum production at efficiency.

References

- Ganbote, Akshay & Bhave, Dr. Santosh (2014), "The analytical study of the skill development in management education in Pune University." Paridnya the MIBM research journal Vol 2., Issue 1 (2014) ISSN: 2347-2405.
- Kumar D. (2013). Impact of HRD practices in creating employee satisfaction and improving customer service in Banks. IJMT Volume 3, Issue 5 ISSN: 2249- 1058.
- Madhiwalla Neha (2007). Healthcare in urban slums in India. The National Medical Journal of India, Vol. 20, No. 3, 113-114.
- Mehta, A. M. (2014). A review and research agenda: Impact of Human Resource practices on job satisfaction of employees in foreign and local banks of Pakistan. Journal of Human Resource Management and labor studies...2 (2), 149-158.
- Parmar, A. (2014). The role of HR department in employer branding at public and private sector. Journal of Human resource management and Labor studies, 201-255.
- Publications_2009_pp 49-61-70 Individual and organizational learning
- Radha R. (2013). Employee Engagement an Innovative HR Practices for Retention of Employees, Business Review, 7(1), 91-110, ISSN: 0973-9076.
- Rowold J. (2008), 'Multiple effects of human resource development interventions', Journal of European Industrial Training, Vol.32, No.1, 32-44.
- Senyucel, Zorlu_Managing Human Resources in the 21st Century_Ventus

Shailendra Singh, Naresh Kashi Singh and Abhijit Bhattacharya (2008). "High Performance Organisations: Relationship with Human Resource Policies and Practices," Indian Journal of Industrial Relation, Vol.43, No.4, April, 507- 526.

Shubhendu S. Shukla (2013) "Management Education in India Issues and Concerns" International Journal of Education and Learning Vol. 2, No. 2 (2013) ISSN: 2234-8034 IJEL.

Solkhe A. (2012). Organizational performance and HRD. An Indian Perspective Zenith International Journal of Multidisciplinary Research Vol.2 Issue 10, October 2012, ISSN 2231 5780.

Srimannarayana, M. (2007). "Human Resource Development Climate in Dubai Organisations", Indian Journal of Industrial Relation, Vol. 43, No. 1, July, 1-12.