

PREFACE

The fast end of this century prompts us to take a hard look at what has gone by, what is the scenario today and what needs to be changed to meet the new demands of the future. This will, hopefully, help us in taking some proactive steps and correcting the speed and direction of our Human Resources Development. The future is going to be much more demanding. Therefore, the human resource function will have to develop new strategies and technologies to enable the organisations to cope, survive and adopt in the turbulent environment. The turn of the century is the right time to pause, discuss and analyse, review, forecast and decide the new strategies for Human resource development.

After the reforms, the Industrial sector is going through a phase of restructuring and consolidation as a strategic response to the new policy regime. Analysis of a corporate at Indian Institute of Management, Ahmedabad shows that reforms have provoked an unprecedented rise in mergers and acquisitions activity in Industrial sector. Domestic sectors have tried to consolidate their position in a few areas to face competition by deriving economies of scale and increasing market share.

Human resource development system has emerged recently as a functional concept. It aims at development and growth of both organisation and individual. Management aims at the conscious attainment of required result by accumulation of human capital and its effective utilization. According to Murray every man is in certain aspects (a) like all other man, (b) like some other man, (c) like no other man.

HRD system concentrated to provide a comprehensive framework and methods for the development of human resources in an organisation to facilitate systematic information on human resources for purpose of manpower planning, placement, succession etc. to increase the capabilities of an organisations to recruit, retain and motivate talented employee to contribute to the development of a healthy climate that enables every



employee to discover, develop and use his capabilities to a full extent to maximize the convergent of individual and organisational goals HRD concentrates on goals of individuals train them and develop systematically, HRD believes that individuals have their own needs, motivation expectation and their contribution to the organisation is much more than that of resources used.

The role of social work is becoming more important with its integrative approach in looking at the issues. Social work epistemology encompassed preventive, curative as well as developmental perspectives. From the organisational and management viewpoint it helps in preventing breakdown in organisational functioning, curing the inherent weaknesses that plague it and developing of the human resources of the organisation. Social work professionals play a very vital role of a catalyst, inculcation of right values & skills for better human resource development. Social work professionals working as human resources experts and personnel management guide and nurture the employees social work believes in proactive intervention and resolution of disputes and problems. The national agenda for Human Resource Development is vital for nation building. Human Resource Development is either understood as an approach, a perspective or a programme planned and systematic way of developing human resources with definite expected outcome (T.V.Rao 1990 :8).

This study is significant because Human Resource Development to a great extent is a reason for the growth and success of an organisation. This study aims at diagnosing the HRD functionaries with reference to knowledge, attitudes and practices that exists in pharmaceutical, textile, engineering and chemical industries and its impact on organisational effectiveness, industrial relations productivity and leadership. An effort has been made in this study to analyse the correlation between Human Resource Development and other variables, which will emphasise the importance of human resource development and thus will help the organisations to take initiative to analyse and reviews their HRD practices to remain competitive.