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Developing Human Resources in International Economy

INTRODUCTION

In globalize scenario, every country is concentrating on its 'human power'. With the help of qualitative human resource a country can face challenges regarding worldwide competition, quality, creations etc. Hence, modern management has become an important aspect in very field of production in industry, trade, service sector etc. Human Resource Development or Human Resource Management Playing a crucial role as a modern management. In this connection, an awareness regarding HRD is unavoidable part of a whole institutional as well as individual life. There are different views for understanding HRD problems in various countries. By experiencing challenges in that present time, a country always tries to reschedule managerial structure. HRD is not exception but it is an essential part of this effort. While taking into consideration a concept of globalization, it is necessary to understand again and again a concept and history of HRD. In developed as well as developing countries are very much serious about HRD for building of the best nation. Since industrial revolution had planted Personnel of management science are very much notable for whole world.

RESEARCH METHODOLOGY

The study used review of books, journals and magazines; Analysis is done on the basis of facts observed. Discussion with five experts in the field of Human Resource management is conducted and incorporated in the paper. Research objective is to improve strategies in globalization.

EVOLUTION OF HRD

The concept of human resource development today has long cherished history. This began after the Second World War when the values and concepts of life changed. In the beginning it was a part of personnel administration. Later on the concept has undergone many changes. It has been observed that James watt whose steam engine in 1765 powered the machines of the Industrial Revolution. After industrial revolution the concept of labor relations started to develop in England. Richard Ark Wright (1732-1792). Who founded the motor factory system and as England's first textile magnate, became the forerunner of the modern industrialist. In this age the concept of labor relations was in the initial for, which later on developed in America. It has been pointed out that the roots of many our present points of view go back far beyond the New Deal of the early and middle 1930s and far beyond the National Labour Relations (Wagner) act of 1935. New Deal was a Comprehensive economic programme to resolve various economic problems created by great depression. Nowadays we are again in same worldwide situation due to Globalization. Both Americans and Japanese claimed that they first used the world HRD. According to Nadler, "the term HRD was first applied in 1968 in George Washington University. It was used in Miami at the conference of American Society for Training and Development in 1969; and the term was gaining more acceptances during the mid-1970's but many used it as a more alternative term than "training and development". Thus is clear that prior to this period HRD was referred as training and development alternative. The same differential thinking is in flow about HRD and Human Resource Management. It should be noted that it is in current atmosphere. According to C.R. Basu, "Japan was the first country to begin with HRD practices. Better people, not merely better technology, are the surest way to a better Society is the most popular belief in Japan". This Japanese contribution to HRD cannot be neglected. Later on there was

competition between American and Japanese scholars to develop HRD to suit the changing conditions. Thus, HRD has developed in tune with the changing needs of humanity. There has been noted that Indian ethos in Management are important. It is interesting to note that both east and west has properly contributed to the development of HRD. The intellectual contributions made by American, Japanese scholars and Indian icons have led to the significant evolution of HRD in the modern world.

Human Resources Development in America and Outside It is interesting to study some events like 'New Deal' in America, which can be noted as a running point. Prior to New deal programme there were many problems in the American Management side. These problems have been noted by scholars while stressing the history of HRD growing labor shortage. Increasing government

Intervention, the increased strength of labor unions, the expanding size of business enterprises. Separation of Ownership and Management, the development of professional managerial groups were the major factors responsible for steady development of "personnel" from 1930's on wards. According to Douglas Brown from 1930's many European and developing countries were looking towards America as a model of development. Douglas has pointed out that "without exaggeration it may be asserted that American Management now leads the world in many fields of industrial relations."The socio-economic conditions and management cultures in various countries differ from one another and they have distinct personality in "Personnel area". However, the American experience and Japanese experience have remained two unique models before all the Asian and African countries. These countries have later on suitable borrowed HRD ideas from these two models to develop their own system of Personnel administration in the field of various industries.

HUMAN RESOURCES DEVELOPMENT AND JAPAN

The seventies and eighties HRD concepts in developing countries were influenced by Japanese

experiments. It has been pointed that Japanese success lies in their effective HR management which is unique of Japan Japanese only. Japanese influenced the whole Asian Zone by their magical HRD experiments. In dynamics of American and Japanese interaction the HRD experiments. In dynamics of American and Japanese interaction the HRD concepts became a reckoning force in 1970's. It has been pointed that "during recent years the terms HRM, systems and manpower planning have come to the force. Their usage reflects a growing concern for personnel systems as distinct from compartmentalized personnel policies. Another way of saying this is that the organization is an organic entity. All of its parts are so interdependent that a change cannot be introduced in one place without affecting the total. "This was a good symbol of change. Thus in 1970's job training began in America and Japan and in the next phase it entered in Asian countries like India. In the 80's changed slowly and age of new information order was peeping all over the world.

HUMAN RESOURCES DEVELOPMENT EFFORTS IN INDIA

The HRD thus became a new horizon of progress and change. This new wind was sweeping all

over the world and further entered in various walks of industries in various countries. India was also closely watching this changing situation. The post independence periods thus became a new period of change and development for interactive ideas. Indian scholars and planners also absorbed this new wave and they were able to provide new inputs for further development. The first Prime Minister Jawaharlal Nehru was accepted the same development in India and

it had happened. India being a leading nation in third world countries, it was first exposed to ideas of human resource development. In the beginning the concept was treated as a fad and it was ridiculed that this concept was not suitable to the third world countries. But the situation went only slowly changing big businessmen in India like Tata, Birla, Bajaj (now Ambani) looking into

- the benefits of HRD, they opened HRD section in their companies. India early beginning of Personnel efforts can be traced back from 1931, where the Royal Commission was requested to explore the possibilities of labour welfare. Tripathi has pointed out that "the history of the evolution and growth of personnel management in our country is not very old. It was Royal Commission on Labour which recommenced in 1931 the appointment of Labour Officers to deal with the recruitment of labour and to settle their grievances".

Thus, it was the British period in which the problems of labour were carefully studied. Further the situation was slowly changing and the welfare angle was developed. It has been observed by Tripathi That "That next landmark was reached in 1948 when under the Factories Act rules laying down the appointment of Welfare Officer" After independence India launched many welfare schemes to develop human resources. The Five Year Planning in India during Nehru Age was responsible for providing a new boost to industrial development at one hand and industrial relations on the other hand. India was inspired by models of Japan and Germany. According to R.S.Davar, "The great est jumps can be taken as indicated by the success of Japan and Germany though skill and diligence of human resource." Especially the Japanese effort was the model before India being an Asian experiment Indians were highly impressed by the Japanese performance. It has been pointed that term HRD was first used in India being an Asian experiment Indians were highly impressed by

the Japanese performance. It has been pointed that the term HRD was first used in India in 1972 by the State Bank of India. This being India's official bank, the impact of HRD slowly influenced both public and private sectors. According to S.K.Sen, By the late seventies and early eighties this professional outlook on HRD caught on to a few Pus's namely BHEL, MUL, SAIL, IA, AI, LIC & IOC. Larson and Turbo and TISCO were the first two organizations in the private sector to give importance to HRD. C-DOT, Eicher, Crompton Greaves, Sundaram Fastens, Sundaram Clayton; State Bank of Patiala, Canara Bank and other organizations have also joined the bandwagon during 1980's.

CONCLUSION -HRD IN NEW PERSPECTIVES

The recent trends in 1980's may be classified in eight types. The Computer Revolution, Adult education, Internationalization of business, Transformation of the work force, "Replacement of courses, Increasing sophistication, Interdependence, symbiosis. These trends have certainly an influence on the global scenario Human Resource Development is a reckoning forced in the 20th

Century. The concept has been launched though the continuous training programme in industries and public sector enterprises. The successful HRD projects in Japan, America, and Germany have set forth a model to the third world countries. India is the first country among the developing nations of Asia, Africa and Latin America to open a separate ministry for Human Resource Development. During Prime Minister Rajiv Gandhi's time HRD Ministry was established. Mr. P.V.Narasimharao was the first to look after this ministry. The basic purpose behind this was that the largest HR factor

must be utilized to share its base in national reconstruction. Towards effective utilization of HR's understanding of socio-economic and cultural background of Indian industries.

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