1.Strategic Framework for HRM and HRD

Human Resource Development (HRD) is a framework that is designed to serve the employees to develop their personal and organizational skill-set, abilities and knowledge criteria. It is one of the essential forms of a system that retain and motivate employees

There are four fundamental component areas of human resource development: individual development (personal), career development (professional), performance management, and organizational development.

Human resource development is the process of assisting employees in a certain organization to improve their personal and organizational skills, their abilities and use of knowledge. This includes helping them through taking them for training, career development courses, organizational and performance management.

Components of human resource development: The two major components of HRD are

- **Training and development**
- **Organization development**

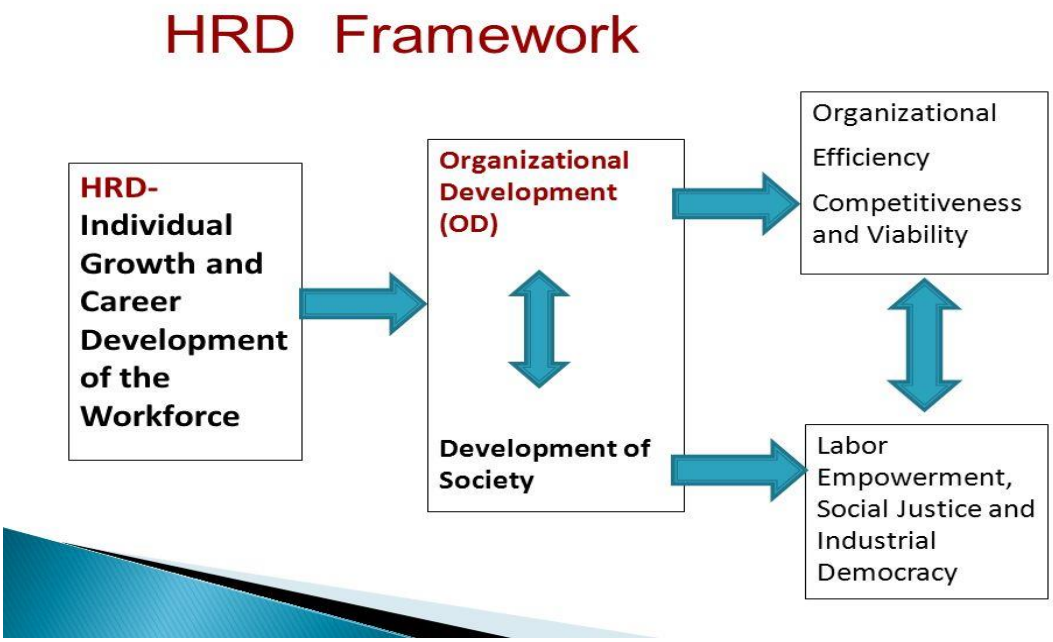
In addition, HRD has three critical application areas: human resource management, career development, and quality improvement.

HRM is a reactive function as it attempts to fulfill the demands that arise while HRD is a proactive function, that meets the changing demands of the human resource in the organisation and anticipates it. HRM is a routine process and a function of administration. On the other hand, HRD is an ongoing process

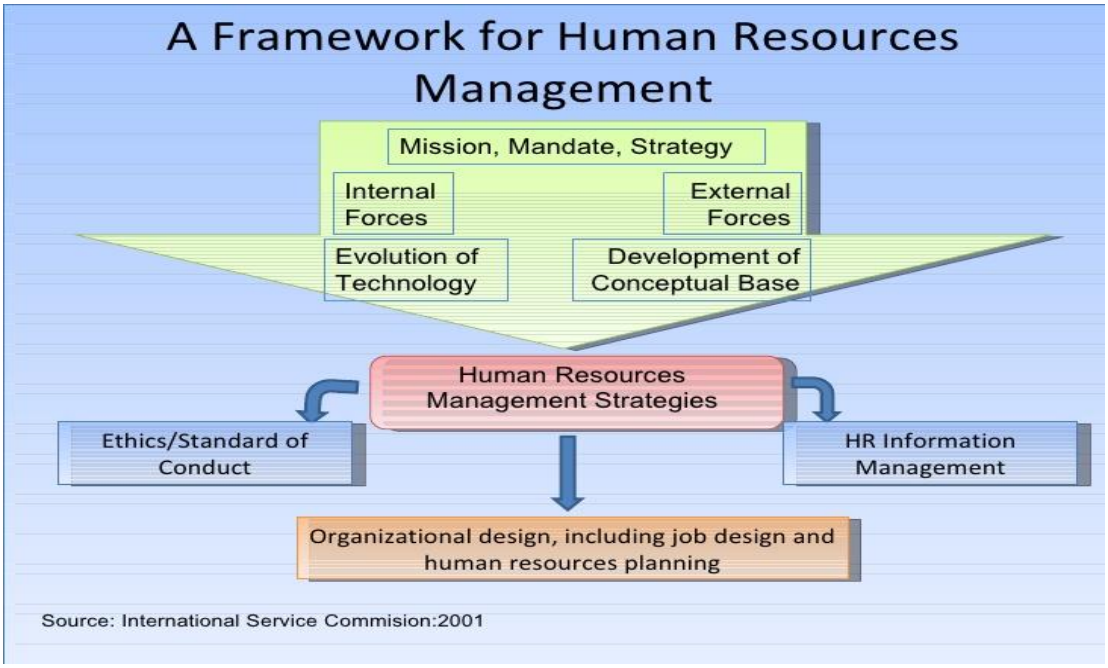
Assessment of HRD Needs

What is really needed

- Not always an easy task
- Needs lots of input
- Takes a lot of work
- “Do it now or do lots more later”
- First step in HRD process.
- A discrepancy between expectations and performance
- Not only “performance” needs involved.



Framework for HRM



- Human resource management can be defined as a strategic, integrated and coherent approach to the employment, development and well-being of the people working in organizations. It was defined by Boxall and Purcell as 'all those activities associated with the management of employment relationships in the firm'. A later comprehensive definition was offered by Watson .

- HRM is the managerial utilisation of the efforts, knowledge, capabilities and committed behaviours which people contribute to an authoritatively co-ordinated human enterprise as part of an employment exchange (or more temporary contractual arrangement) to carry out work tasks in a way which enables the enterprise to continue into the future.

HRM differs with HRD in a sense that HRM is associated with management of human resources while HRD is related to the development of employees. Human Resource Management is a bigger concept than Human Resource Development. The former encompasses a range of organisational activities like planning, staffing, developing, monitoring, maintaining, managing relationship and evaluating whereas the latter covers in itself the development part i.e. training, learning, career development, talent management, performance appraisal, employee engagement and empowerment.

Differences between HRM and HRD

The significant differences between HRM and HRD are discussed in the following points:

- Human Resource Management refers to the application of principles of management to manage the people working in the organisation. Human Resource Development means a continuous development function that intends to improve the performance of people working in the organisation.

- HRM is a function of management. Conversely, HRD falls under the umbrella of HRM.

- HRM is a reactive function as it attempts to fulfill the demands that arise while HRD is a proactive function, that meets the changing demands of the human resource in the organisation and anticipates it.

- HRM is a routine process and a function of administration. On the other hand, HRD is an ongoing process.

- The basic objective of HRM is to improve the efficiency of employees. In contrast to HRD, which aims at developing the skill, knowledge and competency of workers and the entire organisation.

- HRD is an organizationally oriented process; that is a subsystem of a big system. As opposed to HRM where there are separate roles to play, which makes it an independent function.

- Human Resource Management is concerned with people only. Unlike Human Resource Development, that focus on the development of the entire organisation.

Overall Framework for Human Resource Management