

# Changing Dimensions of Human Resource Management

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# *Changing Dimensions of Human Resource Management*

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# Contents

Sr. No.	Chapter Title/Author	Page No.
<b>Part One: Overview of Human Resource Management</b>		
Chapter 1	<b>Human Resource Development: A Necessity Not A Choice</b> <i>Sneha Hazarika</i>	1-10
Chapter 2	<b>Case Study of Tata Groups: HR Policies and Practices</b> <i>Kirandeep Kaur</i>	11-16
Chapter 3	<b>Employees Perception about Human Resource Management Practices among Indian Banks: A Study of Punjab</b> <i>Dr. Lalita K. Sharma &amp; Dr. Heena Atwal</i>	17-34
Chapter 4	<b>Employment Laws</b> <i>Indrajit Halder</i>	35-38
Chapter 5	<b>Artificial Intelligence and its Vital Role in Human Resource Management</b> <i>Ketki Bhabra &amp; Dr. Vikram Sandhu</i>	39-42
<b>Part Two: Employment and Development of Human Resources</b>		
Chapter 6	<b>A Critical Review of Online Personality Assessments in India</b> <i>Vishnu Sidharthan T</i>	43-50
Chapter 7	<b>Impact of Training and Development on Employee Performance</b> <i>Maria Susan Mathew</i>	51-59
Chapter 8	<b>Theories of Motivation: A Summary</b> <i>Dr. Arup Kumar Sarkar</i>	60-68
Chapter 9	<b>A Study on Need of Motivation of Employees in Private Sector in India</b> <i>Swapnika Jaiswal</i>	69-76
Chapter 10	<b>Quality of Work Life among College Teachers</b> <i>Paramveer Singh &amp; Sourav Chhibber</i>	77-96
Chapter 11	<b>Demographic Determinants of the Quality of Work-Life of Private Taxi Driver</b> <i>Dr. Rupinder Kaur &amp; Dr. Hardeep Kaur</i>	97-114
Chapter 12	<b>A Study on Work Life Balance of Female Nursing Staff During COVID 19</b> <i>Dr. Nagamani K N</i>	115-121
Chapter 13	<b>Individual and Organizational Strategies to Manage Work-Life Balance</b> <i>Savita Shastri</i>	122-130



## CHAPTER 1

# HUMAN RESOURCE DEVELOPMENT: A NECESSITY NOT A CHOICE

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### **ABSTRACT**

*Human resource development is one of the most important aspects of an organisational success. Human resource development is concerned with training and developing the employees in an organisation and improving their skills, knowledge and abilities in order to get maximum productivity so that it leads to overall organisational development. Human resource development focuses on improving performance and maintaining good inter personal relationship among the human resources of an organisation and making optimum use of them. Human resource development begins with the hiring of an employee and it continues throughout the employee's tenure in the organisation. When new employees join an organisation they are usually less skilled and experienced to do their jobs effectively and the experienced employees might possess the necessary skills but they might not be acquainted with the new organisation. Human resource development helps these employees to get acquainted with their jobs and the organisation and to do their jobs effectively.*

*Keywords: Human resource development, training and development, organisational goals.*

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### **1.0 INTRODUCTION**

Human resource development is adopted by organisations for the development of their employees and for achieving organisational goals. Human resource development is a process of organising activities and processes to improve and enhance the knowledge, skills and capabilities of its employees.



**Human Resource Management is the strategic approach to the effective management of people in a company or organization such that they help their business gain a competitive advantage. It is designed to maximize employee performance in service of an employer's strategic objectives.**

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