

Review of Research Contribution on HRD Practices in different sectors

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ABSTRACT

This study reviews the past researches on similar or related topics and helps the researcher in providing a sound research foundation to understand the issues on which the study is focused. In the following pages, an attempt has been made to review some of the important studies conducted by various Researchers in India and even in foreign countries in the field of HRD practices. This research is an effort to find out the research gape in the field of health care.

Keywords: HRD Practices,HRD system, Different Sectors.

INTRODUCTION

This research review will remain incomplete if various research studies conducted in the field of human resource management and human resource development are not taken into account. The Researcher has reviewed several Research Papers, Books and Theses to provide an insight into the academic endeavours related to HRD and their impact on organizational performance. This chapter reviews the past researches on similar or related topics and helps the researcher in providing a sound research foundation to understand the issues on which the study is focused. In the following pages, an attempt has been made to review some of the important studies conducted by various Researchers in India and even in foreign countries. The chapter is presented in the following sub-heads:

Review of literature in the context of Indian Research on HR/ HRD/HRM practices

(Rao2, 2017)In their research entitled -A Review of Literature on HRM Practices in Indian Banking Industry .The Indian banking system consists of public sector banks, private sector banks, foreignowned banks, regional rural banks and cooperative banks. The performance of any industry is dependent largely on the efficiency of its employees and Indian banking industry is no exception.HRM practices of Indian private sector banks are marginally better than the Indian public sector banks

Samart Plangpramool (2016) in his study entitled 'Human Resource Development in Hospitality Industry: A Case Study of Training Need Analysis for Hotel Sector' determined the importance of human resource development and the training need analysis of leading five star hotels in Thailand. It is fruitful to measure the effectiveness of training need analysis which is done by training or human resource development department of the hotel as it may improve staff's productivity and career growth.

Mehta (2016)In their research entitled -literature review onHR practices inbanking sector.There was a requirement to advance competencies i.e. skill, knowledge and approach among the bank employees to make them more appropriate to the altering circumstances. Since every human being had potential to do remarkable things and to support him to understand, develop and utilize his/her potential,And this was possible only if efficient and effective Human Resource Practices.

Devi, Rama V. & Naga, Bhaska (2014) This paper examines the growth, geographic distribution, and quality concerns of medical education in India, particularly in the private sector.

Sangeeta Trehan and Karan Setia(2014), In their research entitled –Human Resource Management Practices and Organizational Performance: An Indian Perspective|| give a better understanding of the role of human resource practices in creating and sustaining organizational performance, specifically in the Indian context. They discuss a framework that indicates how external and internal factors affect HRM practices which in turn generate core benefits for the organization and ultimately lead to overall corporate performance. After a comprehensive literature review they highlight three sets of HR practices that would support a healthy and innovation-oriented HR system. They are: (1) training-focused; (2) performance based reward (3) team development. HR Practices in their model refer to these three bundles of practices. OP outcomes are the ultimate dependent variables in the model. They found highly positive relationship between human resource practices and organizational performance.

(Mathivanan, 2013) In their research entitled-A Study on HRM Practices in Public Sector Banks in Krishnagiri District. This article enlightened the banking activity which thrives on the strength of people power". People are the direct factors of productivity of its services and people are its sole consumers".

Strategy of the organization was very effective because all appropriate method have been used to solve problems. This study also observed that the managers were not aware sufficiently about the functioning of HRD Systems. Therefore a proper action plan to improve awareness, Motivation, & serious concern among managers about HRD should be implemented.

Beulah Viji Christiana. M; V. Mahalakshmi (2012) in their research paper entitled –Influence Of Employee Perception Towards Human Resource Practices And Organizational Support On Their Citizenship Behavior In Private sector banks - An Indian Perspective|| studied whether the HR practices like performance appraisal, training and career development in the private sector banks are positively associated to organizational commitment of employees which help them to become responsible organizational citizens .They also attempted to find out whether perceived organizational support would serve as a mediator in the relationship between HRM practices and commitment. The statistical results on data gathered from a sample of 214 employees in the private banks demonstrated that career development and performance appraisal have direct, positive and significant relationships with organizational commitment.

Santosh singh Bais (2011), conducted research entitled –Human Resource Development (HRD) in Insurance sector- A study with special reference to life Insurance corporation Of India||. As per the findings of the study it can be interpreted that the real strength of a country lies in the development of the human mind and body. The growth and development of any country depends on its people. Empirical studies have indicated that labour and capital were largely responsible for the development of advanced countries. This was done by way of investment in education and training of the labour forces. Thus human beings are considered as the most valuable resource.

Solkhe and Chaudhary (2010) in their research on HRD gathered the responses from 71 junior and middle level executives from various departments of a public sector undertaking finds the existence of good HRD. According to the results, the managers showed a favourable attitude towards HRD Policies and practices of the organization. They were satisfied with the developmental policies of the top management. Solkhe and Chaudhary (2011) conducted another empirical investigation examining the three components of HRDC. In this study they analyse and determine the relationship, further the impact of HRD Climate, OCTAPACE Culture on Job Satisfaction as an Organizational Performance measure in the selected public sector enterprise. The study is based on the responses sought from executives from various departments and different hierarchical levels of a public sector undertaking located in North India. The findings indicate that HRD Climate has a definite impact on Job Satisfaction which in turn leads to the increased organizational performance. The analysis showed that there exists a positive relationship between different components of HRD Climate and Job satisfaction.

Eric Ng Chee Hong, et.al. (2012) in their study entitled –An Effectiveness of Human Resource Management Practices on Employee Retention in Institute of Higher learning: - A Regression Analysis|| studied the effective human resource management practices namely employee empowerment, training and development, appraisal system compensation etc and their impact on employee retention. It is found that, training and development, appraisal system and compensation are significant to employee retention except employee empowerment. Based on the results, training, compensation and appraisal is a fundamental consideration for University of Y lecturers' retention decision; while empowerment is less fundamental to lecturers' consideration as this can be attributed to the Asian culture characteristic of higher authority conformity.

Mir Mohammed Nurul Absar, et. al. (2010), in their research entitled –Impact of HR Practices on Organizational Performance in Bangladesh|| studied the overall impact of different HR practices on organizational performance and they collected Data from fifty manufacturing firms in Bangladesh and come to the conclusion that HR practices have significant association with organizational performance. Out of many HR practices, performance appraisal is found to have more significant impact on organizational performance.

Tahir Masood(2010); in his research work entitled –Impact of Human resource management practices on organizational performance: A mediating role of employee performance||, studied the impact of different Human Resource Management (HRM) practices (i.e. recruitment and selection, training and development, performance appraisal, career planning system, employee participation and compensation system) on Perceived Organizational Performance (POP) and Organizational Financial Performance. Another purpose was exploring mediating role of Employee Performance (EP) between HRM practices and Perceived Organizational Performance. Researcher collected data from Human Resource Professionals working in different companies of five industries Banking, Insurance, Leasing, Modaraba and Investment. Results identified that all human resource management practices were positively correlated with perceived

organizational performance and perceived employee performance, Recruitment and selection, training and development and the compensation system significantly contributed towards the Marris Ratio in the modaraba industry. The compensation system in the insurance industry, performance appraisal and compensation system in the leasing industry contribute significantly.

Muhammad Asif Khan(2010) conducted a study entitled –Effects of Human Resource Management Practices on Organizational Performance – An Empirical Study of Oil and Gas Industry in Pakistan|| to measure the impact of human resource management practices on organizational performance in Oil and Gas Industry in Pakistan. The response of 150 managers of 20 selected firms from Oil and Gas Industry have been gathered with the help of self-reported questionnaire that include Five HRM Practices namely Recruitment and selection, training and development, performance appraisal, compensation and reward and employee relation with one another and subjective measures of organizational performance. The study provides results for management to use these for superior performance.

Messersmith and Guthrie (2010) studied the high performance work systems Organizations and their implications on the firm's performance in New Zealand. One of the most important challenges faced by the human resources managers is finding and retaining the right people. They are of the opinion that the most important part of an organization are people and human resources systems designed to acquire, develop, and motivate skilled individuals have impact on the firm performance. They studied the data of more than two thousand establishments and provided a number of theoretical and practical implications which described that using high performance work systems is resulted in many positive outputs like sales growth, product innovation, and organizational innovation. Their findings are in line with much of research in strategic human resources management. They found a positive relationship between human resources systems such as high performance work systems and firm performance metrics.

Research Gap

By the literature review researcher found that several researches related to human resources practices has been done in different sectors excluding health care. So there is a need for further research in that sector. The increasing complexity of the various problems in dealing with Employee-Employer relationship. Because there is a demand for a specially trained individual who can give continuous attention on these problems so that desirable working relationships may be established among all employees of the hospital. These factors acquire even more significance when we recognize that hospital personnel are not only dealing with machines and tools, but with human beings. It is very important for the governing board and administrators of government and voluntary hospitals to adopt human resource management as a part of hospital administration.

Conclusion

The government policymakers, social reformists and activists and NGO's bear the responsibility for making available to the society best services so that physically sound human resources contribute significantly to the process of human capital formation. Of late it has been realized the contribution of medical professionals in improving the potential of an organization.

The process of social engineering no doubt, a number of factors are found instrumental but, of all the factors, healthcare assumes a place of outstanding significance. 'Health is Wealth' this proverb was effective yesterday, is effective today and will remain effective tomorrow or even a day after tomorrow. This is due mainly to the fact that a sound health is a prerequisite for a healthy & productive mind. To accelerate the pace of economic transformations, we appreciate the contributions of human beings and to improve the quality and strength of human beings. This study estimates highly the contributions of HRD practices.

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