

A Study on Human Intelligence and Human Resource Development Model

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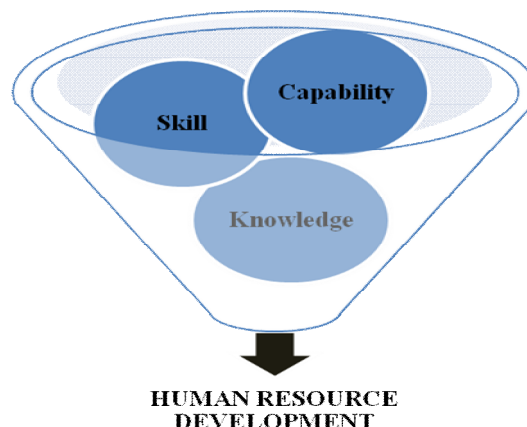
ABSTRACT

*This paper presents the qualitative information on Human Intelligence and Human Resource Development Model. The core purpose of this review paper is to explore the relevance of Human Intelligence and Human Resource Development. **Human Resource Development Models** are used for the purpose of research work. The paper also focused on the significant components of Human Intelligence that are implied in Human Resource Development plan. Human Intelligence is lacking in the people of organization so the managers and practitioners need to understand Human Intelligence in depth. This paper suggested that with the help of quantitative information the researcher can evaluate the human resource model.*

Key Words: *Human Intelligence, Human Resource Development, Level of Human Intelligence System, Human Resource Development Model, Conventional Model of Organization, Rational Model.*

Introduction:

In 1970, Leonard Nadler published his book “**Developing Human Resources**” in which he coined the term ‘human resource development’ (HRD). Human resource refers to the talents and energies of people that are available to an organization as potential contributors to the creation and realization of the organization’s mission, vision, values and goals. Development refers to a process of experience-leading to systematic and purposeful development of the whole person, body, mind and spirit. Thus, human resource development is the integrated use of training, organizational and career development efforts to improve individual, group and organizational effectiveness. Human resource development is an important topic of present time. Human resource development is the process of increasing the knowledge skills and capabilities of all the people in society.



The focus of all aspects of human resource development is on developing the most superior workforce. So, that the organization and individual can accomplish their work goals. Human resource development can be formal such as in classroom training, college course or organizational planned change efforts. Thus, Human resource development is a function in organization that provides opportunities for an individual person to improve current and future job performance. Human Resource Development includes opportunity such as employee training, employee career development, performance management and development, coaching, mentoring, succession planning and organizational development as well as individual development.

DEFINITION OF HUMAN RESOURCE DEVELOPMENT:

“Human Resource Development is the integrated use of training and development, career development and organizational development to improve individual and organizational effectiveness’.

-MCLOGAN

LITERATURE REVIEW:

1. ADEEL AHMED, SOHIL AKHTAR-“Spiritual Intelligence (SQ): A Holistic Framework for Human Resource Development”-This paper was published in the Administrative Management Public in 2016. The purpose of this paper was to explore the relevance of human spiritual intelligence (SQ) in order to put forward a holistic framework for the development of human resources. Author also highlighted the significant components of human intelligence (IQ, EQ) that are being implied in current HRD plan. And concluded with implication with for future research.

2. SAYYED MOHSEN ALLAMEH- “Human Resources Development Review according to Identity, Integration, Achievement and Adaptation Model”- this paper was published in International Journal of Academic Research in Business and Social Sciences. Paper focused on two approaches of HRD. 1. As a function and 2.As a field. The researcher concluded that, except for identity and integration, the importance of human resource development dimension was different among three groups.

3. CRISTINA MANOLE, CRISTINA ALPOP-“The Strategic Role of Human Resources Development in the Management of Organizational Crisis”-this paper provides the conceptual basis for HRM practitioners.

RESEARCH METHODOLOGY:

OBJECTIVES OF THE STUDY:

1. To explore the relevance concept of Human Resource Development.
2. To better understand level of human intelligence system.
3. To better understand the Conventional Model of organization
4. To present an Organizational Model of HRD covering all the aspect of HRD from organizational point of view.

DATA COLLECTION:

The main data source used for the study is secondary data which are collected from the referred journals, periodic and magazines.

MODEL:

1. Rational Model
2. Natural Model

3. Conventional Model

HUMAN RESOURCE DEVELOPMENT MODEL

Human Resource Development Models are mainly divided into two groups: 1.Human Resource Development as a function in human resource management and 2. Human Resource Development as field in the human resource management. As a part of HRD function four models are selected that are rational model, natural model, organizational and conventional model.

RATIONAL MODEL:

Rational Models are emphasized on coordinated of organizational and human resource system with organizational strategies. Rational Models are based on the linear relation between business strategies with human resource strategy.

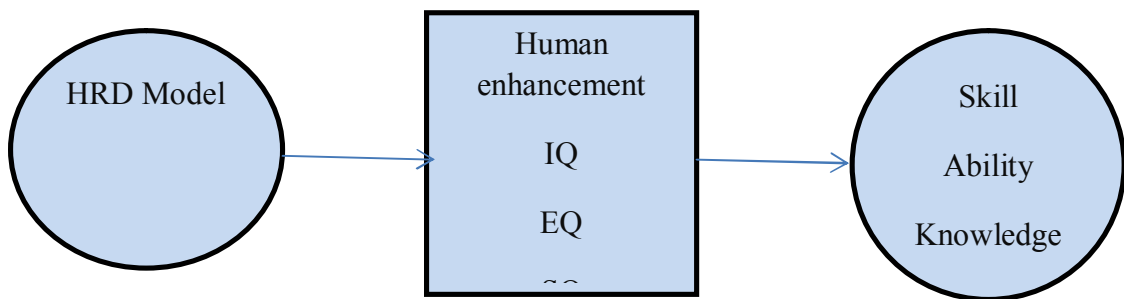
NATURAL MODEL:

Natural Models are also known as ‘Harvard Framework’ and believe that factors such as organization strategy. Technology, culture and working market will effect on the human resource strategy.

CONVENTIONAL MODEL

Conventional Model of organization is use for employee behaviour. In general employee behaviour is considered as the most critical aspect for Human Resource Development program design, implementation and delivery. The Conventional Model of organization in developing their employees is more focused on enhancement of individual’s knowledge, skills, abilities and emotions. It is also known as ‘**Employee Behaviour Model**’.

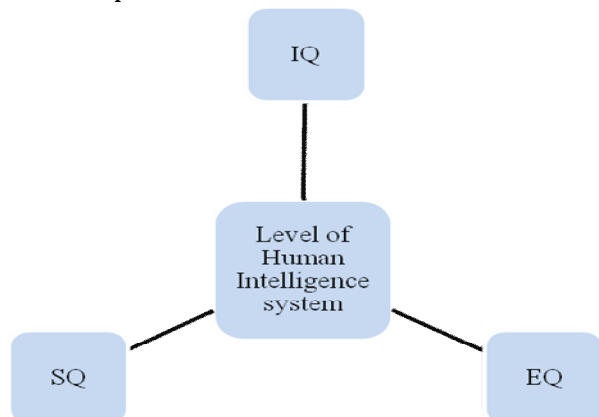
ORGANIZATIONAL MODEL: [Self – constructed]



LEVEL OF HUMAN INTELLIGENCE SYSTEM:

The concept of human intelligence has been defined in several ways including the reasoning, understanding, learning and planning. The term ‘human intelligence’ is used to describe in ability to apply knowledge in order to manipulate one’s environment or think to solve problems.

IQ= Intelligence Quotient
EQ=Emotional Quotient
SQ=Spiritual Quotient



Intelligence Quotient	Emotional Quotient	Spiritual Quotient
Skill	Stress Management	Self - Awareness
Knowledge	Emotions Control	Wisdom
Ability	Self - Control	Sense of Community
Rational	Empathy	Sense of Meaning
Logical	Conflict Management Skills	Compassion

LIMITATION OF THE STUDY:

There are some limitations of the study. These are stated as below.

1. The main limitation of the study is that researcher only considers the model of function Human Resource Development, as a filed- models are not covered in the research work.
2. Researcher only considers qualitative data.

CONCLUSION:

In the recent years a notable increase of research work on the topic of Human Resource Development has been observed. So, recognition of human resource development dimension and present of logical solution for its improving and development are the most important manager's responsibility. However, there is a possibility of depth study in HRD models. It is suggested that the idea might be tested empirically to gain more interesting scientific findings. The future scope for the study is- with the help of quantitative data the researcher can evaluate the Human Resource Development Models.

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A successful man is one who can lay a firm foundation with the bricks that others throw at him.

~ **Sidney Greenberg**