PREFACE

Every organization is established with certain objectives at present and past. The efforts are put in different activities to achieve the predecided objectives. The objectives were not difficult to achieve in past due to stable business environment. In last few decades the global business has undergone drastic changes in social, cultural, political, legal, economical, physical, technological and competition spheres. Management proposes and situation dispose in achieving the objectives. Organization performs its task with the help of resources such as men, machine, materials and money. All are important in their places. Manpower is a live resource and others are non-living resources. People are the real assets of an organization provided treated well they can take organizations to commendable heights. Two plus two can be four or even ten. Organizations are generally driven by a set of predetermined goals. These goals have no meaning unless people understand the underlying philosophy, translate them into concrete action plans and put their hearts while realizing the targets. Organizations thus depend on people for their objectives and goals, in similar way, people need organizations.

The vast majority of people work to support themselves and their families and people also work for many reasons other than economic security. To meet their multifaceted needs, people and organizations join hands. Unfortunately, this union seldom approaches perfection. Organizations face several problems in their attempt to be productive and efficient in their tasks and feel satisfied in their work. The challenge of human resource management is to minimize these obstacles and improve the contribution made by people to the organizations. Human Resource Development (HRD) as a theory has a framework for the expansion of human capital within an organization and the individual to achieve performance improvement. Peter F. Drucker said the resources stand under the laws of mechanics. They
can be better utilized or worse utilized, but they can never have an output greater than the sum of the inputs… Man alone of all the resources available to man, can grow and develop. Human Resource Development (HRD) deals with creating conditions that enable people to get the best out of themselves and their lives. Development is a never-ending process. As people develop themselves in new directions, new problems and issues arise, requiring them to develop new competencies to meet the changing requirements, aspirations and problems. There are however, some universal goals towards which all human resource development efforts should aim to achieve. HRD embraces all those policies and programmes that support and sustain equitable opportunities for continuing acquisition and are mutually beneficial to individuals, the community and the larger environment of which they are a part. Adam Smith states “the capacities of individuals depended on their access to education”. The same statement applies to organization also, but it requires a much broader field to cover both areas.

In present situation there is a question of survival, growth, stability and excel in business activities and that has become difficult. Every business unit tries to improve the performance of employees, products, services to provide high level of satisfaction to the clients and customers. It has been realized to perform the tasks better and in advance to others. The major advantages of Human Resource Development practices are to the employees, management organization and society as a whole. The main advantages are improvement in competencies, attitudes, satisfaction level of employees management and customers, easy to adjust in organization, level of attachment, commitment, trust, confidence, team spirit, cooperation, productivity, performance, profits, customer base, attracting talented employees in future, and overall reputation of the organization.

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