PARAMETERS OF HRD IN THE STUDY

HRD is the component of HRM that focuses on ‘nurturing’ employee’s skills. Maximization of the utilization of human resources for the achievement of individual and organizational goals is one of the important objectives of HRD. The three fundamental components of HRD are individual development, career development, and organizational development. Hence in the study the parameters used of HRD are as below:

1) INDIVIDUAL DEVELOPMENT: it focuses on personal growth and development of employees.

2) CAREER DEVELOPMENT: Career development focuses on providing the analysis necessary to identify the individual interests, values, competencies, activities, and assignments needed to develop skills for future jobs (development).

3) ORGANIZATIONAL DEVELOPMENT: OD focuses on developing the structures, systems, and processes within the organization to improve organizational effectiveness.

4) APPRAISAL SYSTEM: policies and practices on performance appraisals, pay and promotions.

5) HRD policies on overall development, motivation and to develop congenial environment