

Research and Development in Human Resource Management

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Abstract:

The transfer of education into the innovation system only works to limited extent. Further development of the innovation system is particularly hampered by low interest in Arts, Commerce, Social Science and Science subjects, a limited number of women in research, the brain drain abroad and a general lack of public awareness about research and development (R&D). A lack of scientific career options and the limited mobility between academic research and industry, trade, business, commerce are also a problem. The use of distinct definitions of R&D implies different knowledge requirements that firms need to fulfil in order to innovate. HRM is a key integrating instrument. How HRM can contribute to the coordination of research efforts among dispersed units depends on the international R & D structure, i.e. on how R & D units are linked to each other. Two main structure types are identified

- i. The specialization-based structure
- ii. The integration-based structure.

Keywords: HRM, R&D, NRI, PIO, OCI, GCP, GLP, QC, QA

Introduction:

Human resource (HR) management investigates the strategic role of individuals, groups, structure, and organization in planning, development and management of R&D. Managing human resources is complex, diverse, and interdependent. This chapter explains what human resource management is and how it relates to R&D management by emphasizing the role of Research, engineers, scientists, and professionals among R&D personnel. The next section of this chapter focuses on how R&D manager can use HR concepts, tools, and techniques like human resource planning, inventories, demands, performance appraisal, staffing plan, career planning, and development. At the end of this chapter, we have emphasized the role of career planning in two levels, that is, individual-centered and organization-centered career planning. Further, we have given a brief review on career planning tools which will be a key guide to R&D HR managers.

Education and professional expertise provide a sound basis for the knowledge-based economy. Having qualified staff is key to a education company's ability to develop and implement innovations and thus to enhance its competitiveness. The quality of human resources defines the quality of research performed, statistical analyses and is the prerequisite for the development of new knowledge and new technologies.

HRM ensures the smooth functioning of an organization. The process starts with formulating the right policies for the job requirements and ends with ensuring a successful business growth of the company. Therefore, HRM is an invisible agent that binds all the aspects of the organization to ensure the smooth progress. Features of HRM

1. A Part of Management Discipline

HRM is a crucial aspect of administration. Even though it is not considered a profession in itself, it is unquestionably a subject of study. Because HRM is part of the management process category, it largely relies on management concepts, methods and procedures when managing the human resources of almost any business segment.

2. Universal Existence

HRM is universal and is applicable everywhere, irrespective of the size, nature and variety of scopes.

3. Concerned with People

HRM is concerned with the management of human resources or human characteristics in a business segment. It oversees a variety of individuals, including workers/ labourers, bosses, managers and other associated juniors, senior managers. As a result, HRM is described as the management of “people resources” and their dedication to their jobs.

4. Action-oriented

Instead of record-keeping, written processes or regulations, the focus of Human Resource Management is “activity.” Employee every issues are resolved by sensible policies.

5. Directed towards the achievement of objectives

HRM is focused on working to attain organizational micro goals. It also gives tools and procedures for properly managing the firm’s human resources.

6. Integrating mechanism

Among the most essential purposes of HRM is to identify the best way to achieve shared goals. It also helps to establish friendly relationships among employees at all levels of a business.

7. Development-oriented

HRM strives to optimize or maximize the usage of employees’ talents or potential. For all of this, it tailors the compensation structure to the demands of the personnel. It also influences staff micro training in order to improve their abilities. It makes every effort to fully use the capabilities of its people to serve the organizational goals.

8. Continuous processes

HRM is an ongoing process, it operates from the day an organization is created until it is disbanded. It primarily focuses on managing the firm’s human capital, which is a continuous process rather than a one-time event or a bad transaction.

9. Comprehensive function

HRM can never be an isolated process since it involves all employees. No one is exempt from the periphery of HRM, regardless of his or her status, remuneration or kind of job.

Objectives of HRM:

Some of the key objectives of HRM are:

- HR managers strive to reduce expenses in areas, such as retaining employees. HR specialists are taught to conduct effective negotiations with potential and current workers, as well as to be knowledgeable about employee perks that are likely to attract excellent applicants and keep current employees.

- HR managers play an important role in developing employer-employee relationships since they contribute considerably to training and development programs. This leads to staff development inside the organization, hence, increasing employee happiness and productivity.
- Human resource managers are in charge of organizing activities, events and celebrations inside the organization, which provide possibilities for team development. Furthermore, it increases employee engagement and fosters a sense of confidence and regard among colleagues.

The Human Resource Development Scheme of Department of Health Research:

It is intended to create a pool of talented health research personnel in the country by upgrading skills of faculty of Medical Colleges/Institutes, mid - career Scientists, medical students, and other students etc., by specialized training in priority areas of health research in leading national and international institutions, encourage and support the trainees to develop and take up research projects for addressing critical national and local health problems and financial assistance to Institutions for up- gradation of infrastructure to enable such Institutions to provide training with state of the art technologies.

The scheme was approved during 12th Five Year Plan period with following objectives.

OBJECTIVES:

- To increase the overall availability of trained personnel for health research from medical colleges across the country through scholarships, fellowships and career advancement scheme etc. for faculty and young medical doctors and other scientists to take up medical and health research as a career.
- To focus on the creation of a cadre of trained medical/health researchers in specific identified priority areas of health research viz., Clinical Trials; Toxicology; Good Clinical Practices (GCP); Good Laboratory Practices (GLP); Quality Control (QC) & QA; Genomics; Proteomics; Clinical Psychology, Geriatrics; Modern Biology; Biotechnology; Stem cells; Genetics; Drugs chemistry; and operational research etc..
- To create, support, nurture and encourage the trainees from these medical colleges to forge linkages with other scientists from universities, research institutes etc. to develop multidisciplinary and multi-sectoral teams necessary for addressing critical national and local health problems.
- To establish suitable online teaching, offline teaching and learning facilities to facilitate training in health research in various subjects in a more effective manner and for promoting biomedical/health research.

Components of scheme:

1. Long Term/Short Term Fellowship for training in Indian Institutes
2. Long Term/Short Term Fellowship for training in Foreign Institutes
3. Start-up grant for fellows undergone long term/short term training supported by DHR
4. Fellowship Programme for Young Scientists
5. Fellowship Programme for Women Scientists
6. Support to Institute for imparting training
7. Strengthening of research through the establishment of online courses and web-portal on health research for students, faculty and other researchers
8. Research grant and fellowship to encourage Health Research Personnel [Non-resident Indian (NRI), Persons of Indian Origin (PIO), Overseas Citizen of India (OCI)] serving abroad, to come back to India for undertaking research in identified areas

Conclusions & Suggestions:

The findings of this study are drawn based on the analysis and interpretation of the primary data impact on HR Planning on the job satisfaction of employees in the software development organizations in India.

The findings from data suggest that the presence of HR Planning competencies, as indicated by the relationship between HR Planning and the presence of a HR department, may be more important in shaping the form of employee job satisfaction. Further it has been identified that there is correlation between HR planning aspects mentioned by the HR management of the software organizations and they help to increase the employee job satisfaction.

Challenging goals may communicate high levels of confidence for the employees and they increase self-efficacy and satisfaction, and these positive feelings may also manifest themselves in enhanced employee commitment (Whittington et al., 2004). If managers provide goal-oriented work environments to individuals with these desirable personality characteristics, they should reap the benefits of enhanced performance and commitment.

Work environments can provide social cues to organizational members on how to act appropriately, and employees tend to conform to such expectations to receive social approval from their peers (Salancik and Pfeffer, 1978; Schneider, 1975). Thus, if a work environment develops a strong goal orientation, employees are more likely to align their individual goal orientations with the norms of the work environment to maintain harmony with their surroundings (Neal et al., 2000)

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