

# My views about human resource development



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24 Apr. Human Resource Development Program The responsibilities of a Human Resource professional have changed a lot over the years. Today, Human Resource professionals are required to play a strategic role in a company in addition to doing their usual duties. In the contemporary scenario, business entrepreneurs have to cope with increased challenges in order to gain competitive advantage over their contemporaries in the market. This change in business environment has called for a need to involve HR professionals into the strategic planning of the organization. Competency development and employee retention have become the key areas of concern for HR professionals. They serve as mentors, coaches, succession planners and counselors in order to inculcate motivation in organizational personnel to display best performance. As the organizational challenges have increased, the time has arrived for the HR professionals to be acquainted with complete understanding of the organization in the broader spectrum. The HR must have representation in the organizational decision making as well as policy making. It is the responsibility of an HR professional to make due effort for promotion of ethics and morality in the organizational culture. In the present age, organizational personnel are becoming more and more diverse in terms of race, gender, age and ethnicity. Most importantly, the HR professionals should play an important role in managing diversity in the workplace. This involves resolving interpersonal conflicts and allocating right responsibilities to the right individual at the right time. Multiculturalism is an essential feature of organizations in the present age. An organization has to have diversity of talent in order to come up with innovative ideas that are the biggest need of the hour. With an HR professional's contribution in management of diversity in the workplace, the challenges associated with

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diversity can be transformed into organizational assets. I personally believe that in the contemporary age, an HR professional needs to have taken a culture based Human Resource training program in order to be able to influence a highly competent but culturally diverse group of professionals. An HR professional can make the strategic planning of an organization successful by fostering a culturally relative vision instead of an ethnocentric vision. In the past, HR professionals would consider their way as the best and would largely aim at implementing their philosophy upon others. The increased diversity of workplace in the present age appeals the HR professionals to make the best choice from a variety of options. This philosophy needs to be ingrained in all areas of function of an HR professional. As an HR professional in the future, I would like to plan an HR mentoring course. I believe that issues related to diversity in the workplace can best be tackled by commencing a Diversity Mentoring Course. This program would teach managers from all departments how to deal with employees that differ from them in age, gender, culture, race, ethnic origin and such other dimensions. Such a program would encourage organizational personnel to go beyond their inherent cultural framework and make full use of the potential brought about by the diverse population.